

## **ARTICLE VIII**

### **HOLIDAYS**

#### **8.1 Number of Holidays**

The following shall be considered holidays for eligible regular full-time officers:

New Year's Day	Independence Day
Martin Luther King's Birthday	Labor Day
Lincoln's Birthday	Veteran's Day
Good Friday	Thanksgiving Day
Easter	Day after Thanksgiving
Memorial Day	Christmas

#### **8.2 Dates of Observance**

All bargaining unit employees shall observe future contractual holidays as follows:

New Year's Day	January 1
Independence Day	July 4
Veteran's Day	November 11
Christmas Day	December 25
Martin Luther King's Birthday	Observed Date
Lincoln's Birthday	Observed Date
Good Friday	Traditional Date
Easter	Traditional Date
Memorial Day	Observed Date
Labor Day	Observed Date
Thanksgiving Day	Traditional Date
Day after Thanksgiving	Traditional Date

If a holiday is to be observed on the traditional date, those officers working on that date shall be deemed to be working on the holiday, regardless of the day the holiday is observed by other City employees. Holidays deemed to be worked on the “observed date” shall be those days when the City of Springfield observes the holiday, or if not observed by the City, then when observed by the State of Illinois. For example, if Lincoln’s Birthday, February 12, falls on Sunday, and the City observes the following Monday as the holiday, those officers working on Monday, February 13 would be deemed to be working on the holiday.

### **8.3 Working on a Holiday**

An eligible officer required to work and who in fact works on an observed holiday (as provided for in Section 8.2) shall receive, in addition to his regular pay for working that date, pay or compensatory time off at the rate of two (2) hours for each hour worked at the Employer’s option, exercised on an equal basis as to all similarly situated officers. An officer called in to work on a holiday which is the officer’s regular day off shall receive four (4) hours at his regular straight time rate as show-up time, plus two times his regular rate for each hour worked, plus his regular pay for the holiday, the same to be paid in cash or be credited as compensatory time at the Employer’s option, exercised on an equal basis as to all similarly situated employees. The Employer’s option shall in any event be exercised as to all affected officers within two (2) calendar weeks after the holiday.

### **8.4 Holiday on a Normal Off-Duty Day**

In the event a holiday falls on an officer’s normal off-duty day or while he is on an accumulated compensatory day off, vacation day, or paid sick day, the officer shall receive his regular pay plus one compensatory day off, or cash, at the Employer’s option. An officer not scheduled to work and not called in to work on a holiday shall be paid in cash his regular pay for his normal hours or to be credited with compensatory time for such hours at the Employer’s option. The Employer’s option shall in any event be exercised as to all affected employees within two calendar weeks after the holiday.

## **8.5 Eligibility Requirements**

(A) In order to be eligible for a holiday pay or a day off under Sections 8.3 or 8.4, an officer must have worked or been paid for as if he worked his last regularly scheduled work day in the four (4) days preceding and his first regularly scheduled work day in the four (4) following the holiday, except that an absence due to illness for which sick leave is paid shall not disqualify an employee.

(B) The term “(days) worked or ... paid for as if worked” as used above shall mean any day actually worked or any day not worked for which the employee received pay directly from the Employer for that day (e.g. paid vacation or paid leave) and any day absent from work due to a compensable injury.

## **8.6 Minimum Manning and Holidays**

(A) On holidays, the Employer may set minimum manning requirements consistent with manpower needs.

(B) Consistent with subsection (A) above, officers assigned to the Field Operations Division will be offered the opportunity to work on a holiday on the basis of seniority as defined in Article X, within their respective shift and unit, providing they are scheduled to work. The same will apply to Field Operations Division Sergeants, except that seniority will be calculated as time in grade.

(C) Consistent with subsection (A) above, officers assigned to the CID will be offered the opportunity to work a shift on a holiday on the basis of seniority, as defined in Article X, within their respective shift and job classification (Sergeant/Detective/Evidence Technician) without regard to unit, provided they are scheduled to work. This shall not preclude members of units within the CID from being called in due to a special circumstance not known or planned in advance.