

Memorandum of Agreement
Between IAM, District Lodge #160 and Intercity Transit
Holiday Pay

To achieve operational efficiencies in Finance, it is the desire of Intercity Transit to have a single way to calculate Holiday Pay and what is considered "Hours Worked" for the purposes of overtime computation. Therefore, the Union and Intercity Transit mutually agree IAM members will be paid for Holidays in accordance with the Human Resources Rules and POLICY-HR-3509, Paying For Observed Holidays. Specifically:

1. Holiday pay, despite whether it is a regularly scheduled workday or it is the employee's day off, will be counted as "hours worked" for the purposes of overtime calculations, and
2. Employees will receive pay at an overtime rate for the actual hours worked on a holiday (consistent with existing language in 18.3.c, "Required to Work: IF an employee is required to work on the observed holiday, the employee shall receive eight (8) hours holiday pay plus one and one-half (1 ½) their straight time hourly rate for each hour worked on such holiday.").

All other provisions still apply; including employees will still receive holiday pay for their normally scheduled work hours, up to a maximum of eight hours.

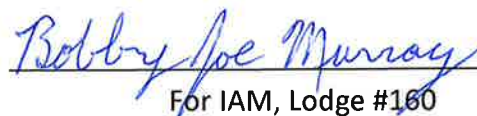
This language will cancel Article 18.3.d. Article 17.2 (observed holiday on regularly scheduled day off) will be amended to reflect this agreement.

17.2 Overtime: ...For purposes of this Section, the house of any paid leave when an employee is off duty related to vacation, comp time, observed holiday ~~(except on an employee's regularly scheduled day off)~~, military duty, or jury duty will be counted as hours worked for overtime computation.... *Now holiday leave on the employee's day off will count as hours worked.*

18.3.d. ~~Scheduled Day Off: When an observed holiday falls on an employee's regularly scheduled day off, the employee may opt to receive eight (8) hours vacation time or to receive eight (8) hours holiday pay in addition to their regular pay for that week. Probationary employees are only eligible to receive paid holiday pay; they are not eligible for vacation time while still on probation.~~



For Intercity Transit



For IAM, Lodge #160

Date: August 22, 2017