

RULE 32 – HOLIDAYS

- a. Each regularly assigned Passenger Engineer who meets the qualifications set forth in paragraph “c” hereof will receive eight (8) hours’ pay at the straight-time rate for each of the following enumerated holidays:

New Year’s Day
President’s Day
Good Friday
Memorial Day
Fourth of July
Labor Day
Veterans Day
Thanksgiving Day
Christmas Eve
Christmas Day

Only one eight (8) hour payment will be paid for the holiday, irrespective of the number of trips or tours of duty worked.

Note: When any of the above-listed holidays falls on Sunday, the date observed by the Nation will be considered the holiday.

- b. Any regularly assigned Passenger Engineer who works on any of the holidays listed in paragraph “a” will be paid at the rate of time and one-half for all services performed on the holiday. Not more than one time and one-half payment will be allowed, in addition to the one eight (8) hour holiday payment, for service performed during a single trip or tour of duty on a holiday which is also a workday or a vacation day.

- c. To qualify, a regularly assigned Passenger Engineer must be available for or perform service as a regularly assigned Passenger Engineer on the workdays immediately preceding the following such holiday, and if his assignment works on the holiday, he must fulfill such assignment. However, a regularly assigned Passenger Engineer whose assignment is annulled, canceled or abolished, or a regularly assigned Passenger Engineer who is displaced from a regular assignment as a result thereof is displaced from a regular assignment as a result thereof on (1) the workday immediately preceding the holiday, (2) the holiday, or (3) on the workday immediately following the holiday will not thereby be disqualified for holiday pay, provided he does not lay off on any of such days and makes himself available for service on each of such days, excepting the holiday in the event the assignment does not work on the holiday. If the holidays fall on the last day of his work week, the first workday following his “days off” will be considered the workday immediately following. If the holiday falls on the first workday of his work week, the last workday of the preceding work week will be considered the workday immediately preceding the holiday. When one or more designated holidays fall during the vacation period of a Passenger Engineer, the qualifying days for holiday pay purposes will be his workdays immediately preceding and following the vacation period.

Note: A regularly assigned Passenger Engineer who qualified for holiday pay under paragraph (c) will not be deprived thereof by reason of changing from one regular

assignment to another regular assignment on the workday immediately preceding or following the holiday or on the holiday.

- d. Nothing in this Rule will be considered to create a guarantee or to restrict the right of the Corporation to annul assignments on the specified holidays.
- e. The terms “workday” and “holiday” refer to the day to which service payments are credited. Passenger Engineers Assigned to an Extra Board
- f. Each Passenger Engineer assigned to an extra board who meets the qualifications provided in paragraph (g) will receive eight (8) hours’ pay at the straight-time rate on any of the following enumerated holidays:

Only one eight (8) hour payment will be paid for the holiday irrespective of the number of shifts worked. If more than one shift is worked on the holiday, the allowance of one eight (8) hour payment will be at the rate of pay of the first tour.

Note: When any of the above-listed holidays falls on Sunday, the day observed by the Nation will be considered the holiday.

- g. To qualify, a Passenger Engineer assigned to an extra board must perform service or be available for service on the full calendar day of the holiday and on the full calendar days immediately preceding and immediately following the holiday.

Note 1: A Passenger Engineer assigned to an extra board whose service status changes from a Passenger Engineer assigned to an extra board to a regularly assigned Passenger Engineer, or vice versa on one of the qualifying days, will receive the basic day’s pay provided in paragraph “f”, provided (1) he meets qualifications set forth in paragraph (g) on the day or days he is a Passenger Engineer assigned to an extra board, and (2) he meets the qualifications set forth in paragraph (b) on the day or days he is a regularly assigned Passenger Engineer, provided further, that a regularly assigned Passenger Engineer who voluntarily changes his service status to a Passenger Engineer assigned to an extra board on any of the three qualifying days will not be entitled to receive the pay provided for in paragraph “f”.

Note 2: A Passenger Engineer assigned to an extra board will be deemed to be available if he is ready for service and does not lay off of his own accord.

Note 3: When one or more designated holidays fall during the vacation period of a Passenger Engineer assigned to an extra board, his qualifying days for holiday pay purposes will be his workdays immediately preceding and following the vacation period.

- h. Any Passenger Engineer assigned to an extra board who works on any of the holidays listed in paragraph “f” will be paid at the rate of time and one-half for all services performed on the holiday. Not more than one time and one-half payment will be allowed, in addition to the one

eight (8) hour holiday payment, for service performed during a single tour of duty on a holiday.

- i. The terms “calendar day” and “holiday” on which service is performed refer to the day to which service payments are credited.

Q & A's – RULE 32 – HOLIDAYS

Q1. If a Passenger Engineer on the Extra Board performs service on the day before, after and on the holiday and subsequently is called for another tour of duty on that same day and is not available, will he be disqualified from receiving holiday pay?

A1. No. **Agreed: 6/23/83**