ARTICLE 15
HOLIDAYS

1. The CAMPUS and LABORATORY observe the following days as administrative holidays:
   - New Year's Day
   - Martin Luther King's Birthday
   - President's Day
   - Memorial Day
   - Independence Day
   - Labor Day
   - Veterans Day (at the LABORATORY, subject to DOE approval)
   - Thanksgiving Day
   - Day after Thanksgiving
   - Christmas Eve
   - Christmas Day
   - New Year's Eve
   - and one administrative holiday to be selected by the CAMPUS or LABORATORY.

2. The CAMPUS and LABORATORY will observe the administrative holidays as published annually. Unless an alternate day is designated by the CAMPUS/LABORATORY, when a holiday falls on Saturday the preceding Friday is observed as the holiday, and when a holiday falls on Sunday the following Monday is observed as the holiday.

3. By charging time off to accrued overtime, accrued vacation or leave without pay, an employee may observe a special or religious holiday if the CAMPUS or LABORATORY determines that work schedules permit.

4. A full-time employee who does not work due to a holiday listed in Section 1 above shall be paid for eight (8) hours at the regular straight-time rate of pay. A full-time employee required to work on a holiday listed in Section 1 above shall be paid at the straight-time rate for the hours actually worked. In addition, at the option of the CAMPUS or LABORATORY, the full-time employee shall receive either eight (8) hours compensatory time off or eight (8) hours of holiday pay at the overtime rate. A full-time employee who does not work and whose regular day off falls on a holiday listed in Section 1 above shall receive another paid day off in lieu of the holiday to be mutually scheduled between the employee and the supervisor.

5. If a holiday falls during an employee's scheduled vacation, it shall not be counted as a day of vacation.

6. To be eligible for holiday pay, an employee must have been on pay status on the employee's last scheduled workday before the holiday and first scheduled workday after the holiday. An employee on pay status for at least fifty (50) percent time or more earns holiday pay. Holiday pay for part-time employees is in accordance with the following table:
Table E

<table>
<thead>
<tr>
<th>Percent of Time on Pay Status</th>
<th>Hours of Holiday Pay</th>
</tr>
</thead>
<tbody>
<tr>
<td>50-56</td>
<td>4</td>
</tr>
<tr>
<td>57-68</td>
<td>5</td>
</tr>
<tr>
<td>69-80</td>
<td>6</td>
</tr>
<tr>
<td>81-93</td>
<td>7</td>
</tr>
<tr>
<td>94-100</td>
<td>8</td>
</tr>
</tbody>
</table>

7. New and rehired full-time employees shall receive pay for any holiday immediately preceding the employee's first day of work if the holiday is the first working day(s) of the month. A terminating full-time employee shall receive holiday pay for any holiday immediately following the employee's last day of work provided the holiday is the last working day(s) of the month. A full-time employee on approved leave without pay, of not more than twenty (20) calendar days, including holidays, or on a temporary layoff of not more than twenty (20) calendar days, including holidays, shall receive pay for any holiday which occurred during that period. No employee shall receive holiday pay for any holiday which is immediately preceded by or followed by an unauthorized absence or a disciplinary suspension.