

Holiday Pay Differential

In the event a nonexempt employee is required by the University to work on a holiday, the employee will be given a day off with pay at another time. An exception to this policy will be made for all shifts in the 24 hour period of the following holidays: Thanksgiving, Christmas Day and New Year's Day.

In the event an employee is required by the University to work on one of the above holidays, the nonexempt employee will be compensated by one and one-half her/his regular rate of pay for each hour worked on such a holiday plus compensatory time off equal to the employee's standard workday. As an alternative, upon mutual agreement between the employee and supervisor, a nonexempt employee may receive straight pay for the holiday plus compensatory time equal to one and one-half times the number of hours actually worked on the holiday. The election of differential pay or compensatory time must be made prior to the submission of time to Fiscal Operations for the pay period.