

REVIEW COMMITTEE DECISION

Review Committee File No. 1102
Humboldt Division Grievance No. D.Gr/C 19-71-6

Subject of the Grievance

The grievance concerns the question of holiday pay for a part-time non-scheduled, regular employee. In the week prior to the holiday she worked three 6-hour days and in the following week three 6-hour days.

Discussion

Although this grievance concerns an employee who works intermittently, the Committee believes that the whole problem of regular part-time employees, and their entitlement to holiday pay, should be treated in this decision.

To take the intermittent employee first, they work only when a specific need arises for their services. Obviously, then, where, as in this case, the office in which she worked was closed there would be no need for her services on that day. Such an employee, then, is not entitled to holiday pay.

The regularly scheduled, part-time employee is entitled to holiday pay, pursuant to Title 103 of the Physical Agreement and Title 14 of the Clerical Agreement, provided, first, the holiday falls on her scheduled work day and the employee otherwise meets the conditions of Subsection 1 of either title. For the purposes of applying those sections, however, the work day before or after the holiday shall mean the employee's scheduled work day before or after the holiday.

Decision

The grievant is not entitled to pay for the holiday in question.

FOR UNION:

W. H. Burr
E. R. Sheldon
L. N. Foss

By s/L. N. Foss

Date February 18, 1972

FOR COMPANY:

J. A. Fairchild
H. J. Stefanetti
L. V. Brown

By s/L. V. Brown

Date February 18, 1972