

SECTION D. HOLIDAYPAY

22. For the purposes of this Article, the following are defined as House Officer holidays:

1. New Year's Day (January 1st)
2. Memorial Day (Last Monday in May)
3. Independence Day (July 4th)
4. Labor Day (First Monday in September)
5. Thanksgiving Day (Fourth Thursday in November)
6. Day after Thanksgiving (Fourth Friday in November)
7. Christmas Eve (December 24th)
8. Christmas Day (December 25th)
9. New Year's Eve (December 31st)
10. House Officers Birthday

23. A holiday will commence at 12:00 AM on the calendar date of the holiday and will continue for the twenty-four (24) hour consecutive period until 12:00 AM the day after the holiday.
24. To the extent practicable, the Employer will try to schedule these days free of responsibilities for House Officers. Each Program will continue to maintain and communicate procedures for House Officers to submit requests or preferences for specific dates off, including Holidays. However, Programs retain discretion to determine how many House Officers may be scheduled off work on any single day.
25. In the event that a House Officer is assigned any responsibilities by their training program (including on-call, inpatient service coverage, clinics, rounding, jeopardy, home call, back-up, etc.) on a House Officer holiday as defined in paragraph 22 and work hours are entered into MedHub, they will receive an additional 1/365th of their annual salary as compensation. The House Officer will receive this compensation regardless of total number of hours worked or location. House Officers are eligible for holiday pay for each House Officer holiday worked throughout the year.
26. If a House Officer's Birthday falls on another House Officer holiday, it shall be observed on another day mutually agreeable to the House Officer and their Program Director, and that House Officer will be eligible for holiday pay if they have any assigned responsibilities by their training program on that agreed-upon date.
27. Because other days may be of more significance than the contract defined Holidays, each House Officer shall receive an annual lump sum "Holiday Payment" equivalent to the amount of two (2) paid holiday substitutions. The

Holiday Payment shall be calculated as 2/365th of the House Officer's current salary. The Holiday Payment shall be paid by regular payroll in the month of January of each year. A House Officer must be employed on the date the Holiday Payment is to be paid in order to be eligible for the Holiday Payment. The Holiday Payment shall be pro-rated based on the House Officer's appointment fraction on the date the payment is made. A House Officer who is on a paid Leave of Absence on the date the payment is made will receive the Holiday Payment. A House Officer who is on an unpaid Leave of Absence on the date the payment is made will receive the Holiday Payment within sixty (60) days of their return to work.

28. A House Officer will receive Holiday pay no later than the payroll date of the second month following when the House Officer holiday occurred (e.g., December 24th December 25th and 31st) would be paid no later than the February payroll). The GME Office will run a MedHub work hour report to identify the House Officers that worked a holiday #1-9 from paragraph 22 and collaborate with Payroll to have the Holiday pay processed. The House Officer will receive 1/365 of their salary at the time of the processing of the Holiday pay. House Officers are responsible for ensuring work hours are reported within MedHub within the open reporting period.

For birthday holiday pay, the training program must process the Holiday pay through the PAR process. The House Officer must submit a notice of eligibility for holiday pay to their Program Director or designated program official within sixty (60) calendar days of their birthday and when a House Officer holiday when they were assigned responsibilities by their training program on their birthday.

For House Officer #1-9 Holidays from paragraph 22 where the House Officer was assigned jeopardy or back-up by the training program and not called-in, the Program Administrator, or their designee, will automatically process the Holiday pay through the PAR process. Recording of work hours is not required when assigned as the individual to provide coverage should a colleague be unable to report to work (i.e., jeopardy or back-up). Any question regarding eligibility for holiday pay will be resolved by a House Officer's Program Director.