

## 2009 CONTRACT NEGOTIATIONS

### NATIONAL GRID *and* UWUA, AFL-CIO, LOCALS 350 & 369, BUW

#### COMPANY PROPOSAL #2

#### HOLIDAYS

#### ARTICLE VI – HOLIDAYS

**Section 1.** Employees subject to the provisions of this agreement shall receive normal straight time compensation for eight hours on: New Year's Day, Martin Luther King Day, President's Day, ~~Patriot's Day~~, Memorial Day, Independence Day, Labor Day, ~~Veteran's Day~~, Thanksgiving Day, Day After Thanksgiving Day and Christmas Day. (Subject to Supplementary Holiday provisions recorded on Page B-1). **If any of such holidays falls on Saturday, the preceding Friday shall be recognized as a holiday.**

In addition to the holidays recognized above, each employee shall be granted **three (3) personal days or floating holidays**, which must be taken by year end. Employee selection of the **days** to be observed ~~as a holiday~~ must be made two weeks in advance and is subject to postponement by the Company on 48 hours' notice due to unusual workload considerations. The Company will make every effort to grant the date requested consistent with workload considerations. Conflicts in employee selection will be settled upon the basis of classification seniority.

**Section 2.** If employees work on such holidays in their normal schedule, they shall receive, in addition to Section 1, one and one-half times their straight time rate for all hours worked in that schedule.

**Section 3.** If employees are assigned on such holidays to work outside their normal schedule (normal schedule on days of relief being hours worked in last regularly scheduled day), they shall receive two times their straight time rate for all hours worked in addition to Section 1.