

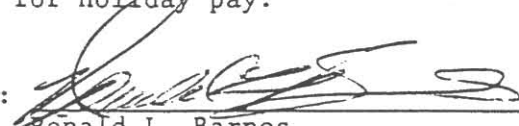
PROPOSAL FOR GOVERNING THE HOLIDAY PAY

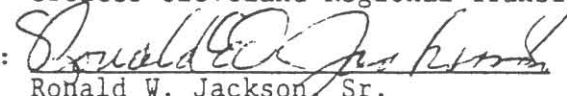
- o When an employee works on a holiday, the employee will be paid time and one-half for all hours worked in addition to the holiday pay. This is without regard to the contract provision requiring that the employee work the day before or the day after a holiday.
- o When a holiday falls during an employee's vacation time, the employee will be paid for the holiday provided the employee worked his/her regularly scheduled day before and day after the holiday.
- o If an employee is tardy on the day before or the day after a holiday, the employee will be paid the holiday pay, but the tardy will be counted against the employee based on the Absence Control Policy.
- o A holiday will not be paid to an employee if the employee is absent the day before or the day after the holiday per the Conditions of Employment. An absence is defined by the Absence Control Policy as being away from work greater than two (2) hours in a work day.
- o An employee may be entitled to holiday pay when the absence the day before or the day after the holiday is caused by an emergency beyond the control of the employee. Each absence shall be judged on a case-by-case basis and the emergency must be verifiable. Staff will also review the employee's work record to determine if any pattern of absence has been set.
- o A rail or bus operator shall be paid full holiday pay when they encounter a miss provided they work a regular full assignment or a full run or the equivalent of a full days work.

Approved absences shall be considered as pre-authorized time away from work for the following reasons:

- o Vacation
- o Personal days
- o Birthdays
- o Bereavement
- o Jury duty
- o Military duty (active duty)
- o Official Union duty

For the purpose of this agreement on holiday pay, those employees designated and assigned "Union Duty" on the day before and/or day after the holiday will be deemed to be on "authorized" time away from work and eligible for holiday pay.

Approval:  7-8-93
Ronald L. Barnes Date
Deputy General Manager
Greater Cleveland Regional Transit Authority

Approval:  7-8-93
Ronald W. Jackson, Sr. Date
President/Business Agent
Amalgamated Transit Union, Local 268