

Holiday pay is based on employee type

<u>Employee Type</u>	<u>Holiday Included in Appointment</u> (working or not)	<u>Holiday Not Included in Appointment</u> (scheduled day off)	<u>Holiday Overtime</u> (All hours worked on holiday)
MNA	Framework and RSAM refer to JIT Holiday Grid: http://www.med.umich.edu/nursing/jit/docs/forms/Contract Payrol %20Scenarios 08 11.htm		
	All other MNA roles: Refer to Contract		
	OneStaff Code(s): H TRC(s): HOL	OneStaff Code(s): V/Y TRC(s): HOM/HOP	OneStaff Code(s): W"/t/h TRC(s): HOT/HOR/OTP
***Must work full appointment to receive holiday incentives (PTO 1 ½ rate) unless the employee is scheduled off on the holiday and pre-schedule their appointment then are assigned off per paragraph(s) 164B, 164C or 164D regardless if they choose no pay or PTO.			
AFSCME	Prorated based on appointment (regardless of scheduled hours)	Prorate based on appointment	All hours worked on holiday
	OneStaff Code(s): H TRC(s): HOL	OneStaff Code(s): V TRC(s): HOM	OneStaff Code(s): h/f TRC(s): OTP
***Must still account for full appointment fraction on holiday weeks. Options: No Pay, PTO, or adjust schedule that week so missing time is worked.			
Non-Bargained Non-Exempt	Scheduled Hours	Prorate based on appointment	All hours worked on holiday
	OneStaff Code(s): H TRC(s): HOL	OneStaff Code(s): V/Y TRC(s): HOM/HOP	OneStaff Code(s): h/f TRC(s): OTP
Non-Bargained Exempt	Scheduled hours	Prorate based on appointment	All hours worked on holiday
	OneStaff Code(s): H TRC(s): HOL	OneStaff Code(s): V/Y TRC(s): HOM/HOP	OneStaff Code(s): = TRC(s): OTR