

# Holiday Bidding Rules

## Adopted Rule Document

<b>Status</b>	Vote Passed	<b>Effective Date</b>	05-25-2026
<b>Approved By</b>	Member Majority Vote	<b>Approval Date</b>	02-10-2026

## Purpose

These rules establish the order for selecting holiday work and filling required holiday vacancies. The process gives priority to a member's normal job and shift first, uses the holiday rotation to award remaining voluntary vacancies, and uses the seniority roster only if forcing is necessary.

## 1. Definitions

Term	Meaning
Own job/shift	The job and shift a member normally holds on the day of the observed holiday.
Observed holiday	The date on which the holiday is recognized for scheduling and holiday work purposes.
Holiday rotation	The rotation order used to award voluntary holiday vacancies after normal job/shift priority has been applied.
Seniority roster	The roster order used to determine forcing if required holiday vacancies remain unfilled after the voluntary steps are complete.
Carrier-requested work	Holiday jobs and shifts requested by the carrier to be filled.

## 2. Holiday Work Selection Order

Order	Step	Selection Method
1	Normal job/shift priority	A member has priority for carrier-requested positions in the job and shift the member normally holds when that job and shift falls on the day of the observed holiday. If more members request their normal job and shift than the number of positions the carrier is filling, the positions will be awarded by holiday rotation order.
2	Voluntary vacancy bidding	Remaining carrier-requested vacancies may be filled by volunteers and are awarded by holiday rotation order.
3	Forcing, if needed	Any remaining required vacancies are filled by forcing in seniority roster order.

## 3. Normal Job/Shift Priority

Members have priority to work their own job and shift when that job and shift falls on the day of the observed holiday, but only for positions the carrier has requested to be filled.

This priority does not create additional holiday positions and does not require every normally scheduled job or shift to be filled. If the carrier requests fewer positions than the number of members who normally work that job and shift, the available positions will be awarded among those members by holiday rotation order.

A member is not required to work their own job or shift. If a member does not elect to work their own job or shift, the member may bid to fill available vacancies under the voluntary vacancy bidding rules.

To receive normal job/shift priority, the member must elect their own job and shift as their first holiday work preference. A member may still list other jobs or shifts as additional preferences, but if the member chooses a different job or shift ahead of their own job and shift, the member is treated as a volunteer for those other vacancies and does not receive normal job/shift priority for their own job in the first award pass.

**Example**

If three members normally work Light Repair on the day of the observed holiday, but the carrier requests only two Light Repair positions to be filled, the two available positions will be awarded among those three members by holiday rotation order. The third member may be awarded other holiday work based on their submitted bids and the normal holiday rotation process.

**4. Voluntary Vacancy Bidding**

After normal job/shift priority has been applied, members may bid to fill remaining carrier-requested holiday vacancies. These voluntary vacancy awards are determined by holiday rotation order.

If more members volunteer for a job or shift than the carrier is filling, the available positions are awarded in holiday rotation order.

The holiday rotation remains the controlling order for voluntary holiday vacancy awards.

**5. Forcing**

If required holiday vacancies remain after normal job/shift priority and voluntary vacancy bidding are complete, forcing may be used to fill the remaining required positions.

Forcing is determined by seniority roster order. The seniority roster is the controlling order for forced assignments.

**6. Carrier-Requested Work Only**

To keep forcing to a minimum, only jobs and shifts requested by the carrier will be filled. Jobs or shifts not requested by the carrier will not be filled through the holiday bidding process.

**7. Holiday Committee Review**

To allow holiday discussions to account for attrition, new hires, and changes in workforce conditions, a holiday committee may be formed no sooner than every two years.

**8. Relationship to Electricians Overtime Rules**

These Holiday Bidding Rules establish the order used to select holiday work and fill required holiday vacancies. General overtime eligibility, charging, hours-of-service requirements, vacation/unavailable protections, cancellations after posting, and penalties remain governed by the Electricians Overtime Rules unless specifically changed by an adopted holiday rule.

**9. Rule Summary**

- Normal job/shift priority is applied first.
- Remaining voluntary vacancies are awarded by holiday rotation order.
- Remaining required vacancies are filled, if necessary, by forcing in seniority roster order.
- Only carrier-requested holiday work will be filled.