

Date: December 12, 2025

Re: Clarification on Modification for Holiday Pay Qualification following 2025 National Negotiations

All:

Our office has received a number of calls and inquiries from the Unions regarding recent modifications to the holiday pay qualification provisions. We want to provide clarification for all Mechanical Shop Crafts, including IAM and IBEW under Engineering.

I apologize for any confusion caused by prior changes and discussions. The intent of this modification, as agreed upon by the parties, was to prevent “sharp shooting” of work to qualify for holiday pay. For example, some employees would clock in for only a few minutes before or after the holiday and then leave, recording time as a “no pay absence” or laying off in some manner.

To address this, the negotiated provisions require employees to work at least four (4) hours before, on and after the designated the holiday. This was done to reinforce our shared commitment to a productive workforce during the holidays. It was not intended to alter any other parts of the National Shop Crafts Vacation Agreement (as amended) beyond what is outlined in these sections.

It’s important to note that the modification is not the same for all of the Shop Crafts nor is the Article # identified herein the same in every agreement. However the language - as cited below is the same for the identified crafts.

For the **IAM and IBEW**, the modification stipulates the following:

“ARTICLE V: Modification to Shop Craft Holiday Provisions

A. *A regular assigned employee shall qualify for the holiday pay provided for in [applicable agreement reference here] under the following conditions:*

1. *Service is performed and compensated at a minimum of four (4) hours for the work days immediately preceding and following such holiday.*

NOTE: Paid Sick days and/or “burn provisions” (e.g., supplementing a paid entitlement) when laying off for Family Medical Leave (FMLA) will not count as qualification for holiday pay under this Article...

2. *Existing terms and conditions applicable to holiday provisions not specifically modified by this Article V remain in full force and effect.”*

Application: If an employee works at least four (4) hours on the day before the holiday and the day after the holiday, they qualify for holiday pay. If they ***are not***

scheduled/required to work on the holiday, there is no requirement to remain available on the holiday.

Any use of paid sick time, including any compensated time taken concurrent with the use of FMLA, disqualifies an employee for holiday pay. That is the intent of the NOTE under Section 1:

“NOTE: Paid Sick days and/or “burn provisions” (e.g., supplementing a paid entitlement) when laying off for Family Medical Leave (FMLA) will not count as qualification for holiday pay under this Article...”

Reminder: Paid personal leave/vacation will continue to act as a bridge, just like before. Timekeepers must review any layoffs before/after the holiday to confirm the employee qualifies for holiday pay. Bereavement and military leave are handled in the same manner they were prior to the modification.

For the BRC, IBBB, NCFO, SMART-MD, and ARASA, the modification stipulates the following:

ARTICLE IV: Modification to Shop Craft Holiday Provisions

A. *A regular assigned employee shall qualify for the holiday pay provided for in [applicable agreement reference here] under the following conditions:*

1. *Service is performed and compensated at a minimum of four (4) hours for the workdays immediately preceding and following such holiday and,*
2. *The employee is not assigned to work but is available for service or observing compensated vacation/personal leave on the holiday and/or on the days immediately preceding and following the holiday.*

NOTE: *Paid Sick days and/or “burn provisions” (e.g., supplementing a paid entitlement) when laying off for Family Medical Leave (FMLA) will not count as qualification for holiday pay under this Article IV.*

3. *Existing terms and conditions applicable to holiday provisions not specifically modified by this Article IV remain in full force and effect.*

Application: Employees qualify for holiday pay if they work at least four (4) hours on the day before the holiday, the holiday itself (if it’s a scheduled/required work day), and the day after the holiday.

If the employee is not assigned to work (e.g., rest day or on vacation/personal leave) on the day before the holiday, the day of the holiday, and the day after a holiday, the employee cannot absent themselves in any manner other than paid personal leave or vacation. If they do, it will negate their holiday pay. This is the intent of Section 2:

2. The employee is not assigned to work but is available for service or observing compensated vacation/personal leave on the holiday and/or on the days immediately preceding and following the holiday.

Any use of paid sick time, including any compensated time taken concurrent with the use of FMLA, **disqualifies** an employee for holiday pay. That is the intent of the NOTE under Section 2:

NOTE: Paid Sick days and/or "burn provisions" (e.g., supplementing a paid entitlement) when laying off for Family Medical Leave (FMLA) will not count as qualification for holiday pay under this Article IV.

Reminder: Paid personal leave/vacation will continue to act as a bridge, just like before. Timekeepers must review any layoffs before/after the holiday to confirm the employee qualifies for holiday pay. Bereavement and military leave are handled in the same manner they were prior to the change.

For all Shop Crafts (reporting to Mechanical or Engineering):

An employee will not be permitted to enter a time adjustment “after the fact” to change their absence for the purpose of qualifying for holiday pay.

Example 1: An employee does not report for work and at a later date submits a time adjustment for a paid personal leave day.

Example 2: An employee reports for work and then leaves, reporting their time as paid sick. At a later date the employee submits an adjustment to change the paid sick to a “no pay absence” or paid vacation.

Any questions please contact Stephanie Gier or myself.

Respectfully,

Liz Dewald

Liz Dewald
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Mechanical & Shop Crafts