

days. This Article shall be applicable to any day which by agreement or practice has been designated as a holiday in addition to those enumerated above; it shall be applicable to any day which by agreement or practice is observed by the employe instead of the day on which the holiday occurs (holidays enumerated above or holidays in addition thereto designated by agreement or practice or holidays substituted for one of the holidays enumerated above.)

SECTION 2. Monthly rates shall be adjusted by adding the equivalent of 8 pro rata hours to the annual compensation (the monthly rate multiplied by 12) and this sum shall be divided by 12 in order to establish a new monthly rate. The sum of presently existing hours per annum plus 8 divided by 12 will establish a new hourly factor for wage adjustments; overtime rates will be computed on the basis of such hours minus the number of holiday pay hours included in such computation. Each monthly rated employee shall receive a day off without reduction in his monthly compensation on the above enumerated holidays (or on the next succeeding work day if the holiday falls on a rest day of his work week) or, if required to work on such day, shall be compensated therefor at the applicable overtime rate of compensation for a minimum of eight hours in addition to his monthly compensation.

SECTION 3. Each hourly, daily and weekly rated employee shall qualify for the holiday pay provided in Section 1 hereof if compensation paid by the carrier is credited to him at any time during the sixty calendar days preceding the holiday or holidays, unless the employee was assigned to work on the work day of his work week immediately preceding or following the holiday and he fails to report for work on such day without good cause. Good cause shall include sickness, injury, disability, vacation, leave of absence, and any other reasonable cause for failure to report for work.

SECTION 4. Nothing in this Article shall be construed to reduce the number of holidays in any case where by agreement or practice holiday have been designated in addition to those enumerated in Section 1 hereof.

SECTION 5. Whenever any hourly, daily or weekly rated employee is required to work on a holiday to which Section 1 of this Article applies, he shall be compensated at the applicable overtime rate for the position worked for a minimum of eight (8) hours, in addition to the compensation provided for in Section 1.

SECTION 6. An employee working at a location away from his residence may, by giving reasonable notice to his supervisor, have the day immediately preceding the first day during which he is not scheduled to work following his birthday considered as his birthday for the purposes of this Article. An employee whose birthday falls on February 29, may, on other than leap years, by giving reasonable notice to his supervisor, have February 28 or the day immediately preceding the first day during which he is not scheduled to work following February 28 considered as his birthday for the purposes of this Article. If an employee's birthday falls on one of the other holidays named in Section 1 of this Article, he may, by giving reasonable notice to his supervisor, have the following day or the day immediately preceding the first day during which he is not scheduled to work such holiday considered as his birthday for the purposes of this Article.

ARTICLE IV—PAY FOR JURY DUTY LEAVE

Effective January 1, 1967, revise and supplement existing agreements to provide that an employee who is called for jury duty and reports shall do so without loss of compensation or any other benefits provided under the existing agree-