



FALL RIVER RURAL ELECTRIC COOPERATIVE, INC.

GENERAL POLICY No. 619

SUBJECT: HOLIDAYS

I. **PURPOSE:**

To allow participation by Cooperative employees in National, Regional and State Holiday celebration without loss of income.

II. **POLICY:**

It shall be the policy of the Cooperative to provide paid holidays throughout the year in accordance with generally accepted holidays of the Cooperative service area.

III. **RESPONSIBILITY:**

The General Manager/CEO is responsible for seeing that the provisions of this policy are carried out.

IV. **PROVISIONS:**

The following procedures and conditions shall apply to the provisions of this policy.

- A. The following are the recognized Holidays for the Cooperative:
New Year's Day, Human Rights Day, Presidents Day, Memorial Day, Fourth of July, Columbus Day, Labor Day, Thanksgiving Day, the day after Thanksgiving and Christmas Day. Human Rights Day will be observed as a floating holiday for employees to be taken on a regular workday from January through May or November through December of the same year

as the holiday, when approved in advance by the employee's supervisor. When any of the above-mentioned holidays fall on Saturday, the previous Friday shall be considered the holiday. When a holiday falls on Sunday, the following Monday shall be considered the holiday.

- B. Holidays not worked: Any regular employee not required to work on the above listed holidays, or days celebrated in lieu thereof, shall be allowed his/her regular days' pay of eight (8) hours at the regular straight time rate of pay for such day not worked.
- C. Holidays worked: One and one half (1 1/2) times the regular straight time rate of pay plus holiday pay, shall be paid for all work performed by non-salaried employees on the holidays or days celebrated in lieu thereof.

V. PRIMACY OF POLICY

This policy supersedes any existing policy or policies that may be in conflict with the provisions of this policy. This policy does not represent a contract between the employer and the employee, and the policies herein may be changed by the employer alone and without notice.

APPROVED BY THE BOARD OF DIRECTORS



Doug Schmier, President

DATE APPROVED: June 22, 2009

DATE REVISED: August 28, 2017