

Provisions for Exempt Employees Who Worked on Holiday

Holiday Worked – Non-Exempt Employees

- CSU policy and the CBA's provide for premium compensation when a non-exempt employee works on the day a holiday is officially observed. Generally, the employee is compensated at his/her overtime rate on an hour-for-hour basis for all hours worked on the holiday. The premium payment may be paid in cash, banked as Holiday Work Compensation, or CTO, as appropriate to CSU Policy or the respective CBA.

Holiday Worked - Exempt Employees

- Pursuant to FLSA and CSU policy, exempt employees are expected to accomplish assigned work without regard to the number of hours worked. If exempt employees need to work extra hours in the business day or week, they do not receive overtime or CTO. However, there are exceptions to this policy as provided by CBA, whereby holiday work compensation is premium compensation provided to exempt employees who work on the day a holiday is officially observed. These provisions apply to the following CBA's:

Unit	Reference	Provisions for Exempt Employees
RO 1 UAPD	Article 21	An employee who works on a holiday shall receive eight (8) hours holiday credit on a straight time basis, pro rata for part time employees.
RO 2,5,7,9 CSUEU	Article 14	Employees not eligible for overtime as listed in Appendix C (Section I, Article C) of the CBA shall receive time off earned at the straight time rate.
RO 3 CFA	Article 33	A faculty unit employee who is authorized to work and works on the day a holiday is observed is entitled to a maximum of eight (8) hours holiday compensating time off (CTO).
RO 4 APS	Article 25	Employees not eligible for overtime as listed in Appendix C of the CBA shall receive time off earned at the straight time rate.