



Transportation Division

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JOHN PREVISICH
President

September 4, 2015

VIA EMAIL

All Chairpersons
General Committees of Adjustment
SMART Transportation Division

RE: Paid Holidays

Dear Sirs and Brothers:

This is in reference to the Christmas Eve – Christmas Day and New Year's Eve – New Year's Day holidays that will occur in 2016 and 2017. In an effort to avoid any confusion or dispute over the observance of these holidays and the qualification for holiday pay, the following is a reaffirmation of the intent of the holiday agreement provisions.

Inasmuch as Christmas Day, December 25 and New Year's Day, January 1, will fall on a Sunday, those holidays will be observed nationally on Monday, December 26 and January 2, respectively. This is in accordance with the Note contained in Article IV of the 1957 Agreement that states "[W]hen any of the ...holidays falls on a Sunday, the day observed by the State or Nation shall be considered the holiday."

The Christmas Eve and New Year's Eve holidays are celebrated on the day before the Christmas Day and New Year's Day holidays are observed and accordingly, the Christmas Eve holiday will be observed Sunday, December 25 and the New Year's Eve holiday will be observed Sunday, January 1.

It should be noted that this application of the agreement is identical to interpretation placed on such provisions in 1977, 1983, 1988, 1994, 2005, and 2011 when the Christmas Eve and New Year's Eve holidays were first established in 1976.

With regard to qualification for holiday pay over these holidays, enclosed you will find copy of the November 10, 1976 Agreement which should be retained in your file for future reference.

We are furnishing this information to you at this early date so that it may be distributed as necessary, and all concerned may be able to make their holiday and/or vacation plans accordingly.

With best wishes, I remain

Fraternally yours,

A handwritten signature in black ink, appearing to read "John Previsich".

John Previsich
President - Transportation Division

Enclosure: (1)

cc: Vice Presidents – Transportation Division
State Legislative Directors
Field Supervisors
Local Secretaries



Implementation of Article III - Holidays - of the Agreement of January 29, 1975 between the participating carriers represented by the National Carriers' Conference Committee and the employees of such carriers represented by the United Transportation Union.

IT IS HEREBY AGREED:

Effective January 1, 1976, existing provisions and understandings relating to holidays for employees represented by the United Transportation Union are hereby continued and/or amended in the following respects:

Section 1 - Good Friday

Good Friday is substituted for the Employee's Birthday as a paid holiday. All references in existing holiday provisions and understandings to the Employee's Birthday, and all special qualifying and other provisions and understandings which relate to the Employee's Birthday, are eliminated.

Section 2 - Christmas Eve

Christmas Eve (the day before Christmas is observed) is added to the list of enumerated holidays provided by such provisions and understandings as amended by Section 1 hereof.

Section 3 - Continuation and Extension of Certain Existing Holiday Provisions

All provisions and understandings relating to holidays, other than special qualifying and other provisions and understandings relating to the Employee's Birthday, applicable as of December 31, 1975 shall continue to apply effective January 1, 1976, and will be extended effective that date to apply also to Good Friday (in lieu of the Employee's Birthday) and to Christmas Eve (the day before Christmas is observed). Good Friday shall have the same status as other holidays, and except as provided in Section 4 Christmas Eve (the day before Christmas is observed) shall have the same status as other holidays.

Section 4 - Special Qualifying Provision - Employee Qualifying for Both Christmas Eve and Christmas Day

An employee who meets all other qualifying requirements will qualify for holiday pay for both Christmas Eve and Christmas Day if on the "workday" (for a regularly assigned employee) or the "calendar day" (for an extra or unassigned employee) immediately preceding the Christmas Eve holiday he fulfills the qualifying requirements applicable to the "workday" or the "calendar day" before the holiday and on the "workday" or the "calendar day," as the case may be, immediately following the Christmas Day holiday he fulfills the qualifying requirements applicable to the "workday" or the "calendar day" after the holiday.

An employee who does not qualify for holiday pay for both Christmas Eve and Christmas Day may qualify for holiday pay for either Christmas Eve or Christmas Day under the provisions applicable to holidays generally.

SIGNED AT WASHINGTON, D. C., THIS 10TH DAY OF NOVEMBER, 1976.

For the
NATIONAL CARRIERS' CONFERENCE
COMMITTEE

For the
UNITED TRANSPORTATION UNION

