

**EGYPTIAN ELECTRIC COOPERATIVE ASSOCIATION  
POLICY BULLETIN NO. 204**

**SUBJECT: PAID HOLIDAYS**

**POLICY:**

1. The following will be recognized as holidays and all employees will be excused from work with straight time pay:

New Year's Day  
Martin Luther King, Jr. Day  
Presidents Day  
Good Friday  
Memorial Day  
Independence Day  
Labor Day  
Veterans' Day  
Thanksgiving Day  
Friday after Thanksgiving  
Christmas Day

2. Should any holiday fall on a Saturday, the preceding Friday shall be recognized as a non-working holiday. Any work actually performed on any such recognized Friday holiday will be compensated for at time-and-one-half. Time worked for holidays or days celebrated as holidays falling within the work week shall be compensated for at double-time which shall be in addition to the regular time.
3. When employees are called for work on Sundays or holidays, they shall receive double-time for the entire time worked, and in no case shall they receive less than two (2) hours time at the rate of double-time.

Adopted: 7/28/70  
Revised: 7/1/77  
Revised: 4/22/87

Attested: John E. Steele, Secretary