

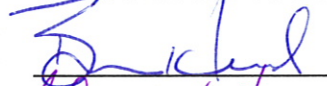
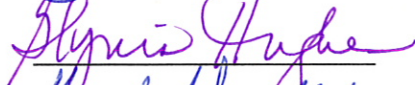
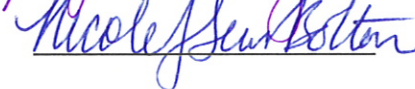
Modify COUNTY PROPOSAL NO. M-4
LOCAL ONE – Coalition Negotiations 2008
Section 6 (Days & Hours of Work)
Section 12.4 (Holidays)
Presented on: December 10, 2009

12.4 – Holiday is Worked and Holiday Falls on Regularly Scheduled Day Off of Full Time Employees on 4/10, 9/80, Flexible, and Alternate Work Schedules:

Holiday Worked by Full Time Employees on 4/10, 9/80, Flexible, and Alternate Work Schedules (holiday falls on employee's regularly scheduled day off): When a full time employee works on a holiday that is not part of the employee's regularly scheduled work week that falls on the employee's regularly scheduled day off, the employee is entitled to receive his/her regular salary. The employee is also entitled to receive overtime pay at the rate of one and one half (1.5) times his/her base rate of pay (not including differentials) or compensation time at the same rate for all hours worked on the holiday. The employee is also entitled to receive eight (8) hours of flexible pay, at the rate of 1.0 times his/her base rate of pay, in recognition of his/her regularly scheduled day off. This provision applies to employees on 4/10, 9/80, flexible, and alternate work schedules.

Date: 12/10/09

Contra Costa County:

Local One: