Holiday/ Winter Closure 2018/2019 - Effect on Pay if Employee Works During This Period

Full-Time Operating Salaried Employees

Normal shift schedule: Monday to Friday

<table>
<thead>
<tr>
<th>Date</th>
<th>Tues Dec 25</th>
<th>Wed Dec 26</th>
<th>Thur Dec 27</th>
<th>Fri Dec 28</th>
<th>Sat Dec 29</th>
<th>Sun Dec 30</th>
<th>Mon Dec 31</th>
<th>Tues Jan 1</th>
</tr>
</thead>
<tbody>
<tr>
<td>If working on</td>
<td>Paid Holiday</td>
<td>Winter Closure</td>
<td>Rest Day 1</td>
<td>Rest Day 2</td>
<td>Winter Closure</td>
<td>Paid Holiday</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Regular Pay</td>
<td>Included in Salary</td>
<td>Included in Salary</td>
<td>None</td>
<td>Included in Salary</td>
<td>Included in Salary</td>
<td></td>
<td></td>
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</tr>
<tr>
<td>Additional Pay</td>
<td>• Additional pay is straight time for all hours worked (code 071), up to their normal hours worked</td>
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<td></td>
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<td></td>
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<tr>
<td></td>
<td>• Double time (code 620) for all hours in excess of their normal work day</td>
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<td></td>
<td>• Minimum pay is 2 hours.</td>
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<tr>
<td></td>
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<tr>
<td></td>
<td>Paid for all hours worked.</td>
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<td></td>
<td>• Minimum pay is 2 hours</td>
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<tr>
<td></td>
<td>• 1st two hours at 1.5 times (code 615)</td>
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<td></td>
</tr>
<tr>
<td></td>
<td>• All remaining hours for this weekend at 2 times (code 620)</td>
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</tr>
<tr>
<td></td>
<td>• Meal allowance (code 440) /meal break* (code 611) after 4 hours (doesn't apply if working from home).</td>
<td></td>
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<td>Additional Pay</td>
<td>• Additional pay is straight time for all hours worked (code 071), up to their normal hours worked</td>
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</tr>
<tr>
<td></td>
<td>• Double time (code 620) for all hours in excess of their normal work day</td>
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<td>• Minimum pay is 2 hours.</td>
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</tr>
<tr>
<td>Day In Lieu</td>
<td>1 day at regular hours:</td>
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<td></td>
</tr>
<tr>
<td></td>
<td>• To Pay Out (code 070)</td>
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<td></td>
</tr>
<tr>
<td></td>
<td>• To Bank (code 659)</td>
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<td>1 day at regular hours:</td>
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<tr>
<td></td>
<td>• To Pay Out (code 070)</td>
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<td></td>
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<tr>
<td></td>
<td>• To Bank (code 659)</td>
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<td></td>
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<tr>
<td></td>
<td>1 day at regular hours:</td>
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</tr>
<tr>
<td></td>
<td>• To Pay Out (code 070)</td>
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</tr>
<tr>
<td></td>
<td>• To Bank (code 659)</td>
<td></td>
<td></td>
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<td></td>
<td></td>
</tr>
<tr>
<td>Equivalent Rate of Pay Works Out to</td>
<td>3x</td>
<td>2x</td>
<td>1.5-2x</td>
<td>2x</td>
<td>3x</td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

**Note:** CALL BACK* and STANDBY* are separate and distinct conditions. Please refer to Part A Articles 7.02 and 8. *For further information please refer to the following tip sheets/forms: Winter Closure – Part A  
**The “In lieu of Paid Holidays” column is treated the same as a Rest Day for all hours worked.**

Updated 2018-10-31
**Holiday/ Winter Closure 2018/2019- Effect on Pay if Employee Works During This Period**

**Full-Time Operating Salaried Employees**

Normal shift schedule: Tuesday to Saturday

<table>
<thead>
<tr>
<th>Date</th>
<th>Tues Dec 25</th>
<th>Wed Dec 26</th>
<th>Thur Dec 27</th>
<th>Fri Dec 28</th>
<th>Sat Dec 29</th>
<th>Sun Dec 30</th>
<th>Mon Dec 31</th>
<th>Tue Jan 1</th>
</tr>
</thead>
<tbody>
<tr>
<td>If working on</td>
<td>Paid Holiday</td>
<td>Winter Closure</td>
<td>Rest Day 1</td>
<td>Rest Day 2</td>
<td>Paid Holiday</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Regular Pay</td>
<td>Included in Salary</td>
<td>Included in Salary</td>
<td>None</td>
<td>Included in Salary</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>
| Additional Pay| ● Additional pay is straight time for all hours worked (code 071), up to their normal hours worked.  
● Double time (code 620) for all hours in excess of their normal work day.  
● Minimum pay is 2 hours. | None | Paid for all hours worked.  
● Minimum pay is 2 hours  
● 1st two hours at 1.5 times (code 615)  
● All remaining hours for this weekend at 2 times (code 620)  
Meal allowance (code 440) /meal break* (code 611) after 4 hours (doesn’t apply if working from home). | ● Additional pay is straight time for all hours worked (code 071), up to their normal hours worked.  
● Double time (code 620) for all hours in excess of their normal work day  
● Minimum pay is 2 hours. |
| Day In Lieu | 1 day at regular hours:  
● To Pay Out (code 070)  
● To Bank (code 659) | 1 day at regular hours:  
● To Pay Out (code 070)  
● To Bank (code 659) | No | 1 day at regular hours:  
● To Pay Out (code 070)  
● To Bank (code 659) |
| Equivalent Rate of Pay Works Out to | 3x | 1x plus OT Rules  
2x | 1.5-2x | 3x |

**Note:** CALL BACK* and STANDBY* are separate and distinct conditions. Please refer to Part A Articles 7.02 and 8.

*For further information please refer to the following tip sheets/forms: Winter Closure – Part A

**The “In lieu of Paid Holidays” column is treated the same as a Rest Day for all hours worked.

Updated 2018-10-31
## Holiday/ Winter Closure 2018/2019- Effect on Pay if Employee Works During This Period

**Full-Time Operating Salaried Employees**

Normal shift schedule: Wednesday to Sunday

<table>
<thead>
<tr>
<th>Date</th>
<th>Tue Dec 25</th>
<th>Wed Dec 26</th>
<th>Thu Dec 27</th>
<th>Fri Dec 28</th>
<th>Sat Dec 29</th>
<th>Sun Dec 30</th>
<th>Mon Dec 31</th>
<th>Tues Jan 1</th>
<th>Wed Jan 2</th>
</tr>
</thead>
<tbody>
<tr>
<td>If working on</td>
<td>Paid Holiday on Rest Day</td>
<td>In lieu of Paid Holiday Rest Day 2</td>
<td>Winter Closure</td>
<td>Rest Day 1</td>
<td>Paid Holiday on Rest Day</td>
<td>In lieu of Paid Holiday Rest Day 2</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Regular Pay</td>
<td>None</td>
<td>Included in Salary</td>
<td>Included in Salary</td>
<td>None</td>
<td>None</td>
<td>Included in Salary</td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>
| Additional Pay | • Double time (code 620) for all hours worked  
• Minimum pay is 2 hours  
• 1st two hours at 1.5 times (code 615)  
• All remaining hours for this weekend at 2 times (code 620)  
• Meal allowance (code 440) /meal break* (code 611) after 4 hours (doesn’t apply if working from home). | None | Paid for all hours worked.  
• Minimum pay is 2 hours  
• 1st two hours at 1.5 times (code 615)  
• All remaining hours for this weekend at 2 times (code 620)  
• Meal allowance (code 440) /meal break* (code 611) after 4 hours (doesn’t apply if working from home). | None | Double time (code 620) for all hours worked  
Minimum pay is 2 hours  
• 1st two hours at 1.5 times (code 615)  
• All remaining hours for this weekend at 2 times (code 620)  
• Meal allowance (code 440) /meal break* (code 611) after 4 hours (doesn’t apply if working from home). | None | Double time (code 620) for all hours worked  
Minimum pay is 2 hours  
• 1st two hours at 1.5 times (code 615)  
• All remaining hours for this weekend at 2 times (code 620)  
• Meal allowance (code 440) /meal break* (code 611) after 4 hours (doesn’t apply if working from home). |

### Day In Lieu

| | Yes | Paid (O70) Bank (659) | No | 1 day at regular hours:  
• To Pay Out (code O70)  
• To Bank (code 659) | No | Yes | Paid (O70) Bank (659) | No |

### Equivalent Rate of Pay Works Out to

| | 2x | 1x plus OT Rules | 2x | 2x | 2x | 1x plus OT Rules |

**Note:** CALL BACK* and STANDBY* are separate and distinct conditions. Please refer to Part A Articles 7.02 and 8.

*For further information please refer to the following tip sheets/forms: Winter Closure – Part A

**The “In lieu of Paid Holidays” column is treated the same as a Rest Day for all hours worked.

Updated 2018-10-31
Holiday/ Winter Closure 2018/2019 - Effect on Pay if Employee Works During This Period

Full-Time Operating Salaried Employees

Normal shift schedule: Thursday to Monday

<table>
<thead>
<tr>
<th>Date</th>
<th>Tues Dec 25</th>
<th>Wed Dec 26</th>
<th>Thur Dec 27</th>
<th>Fri Dec 28</th>
<th>Sat Dec 29</th>
<th>Sun Dec 30</th>
<th>Mon Dec 31</th>
<th>Tues Jan 1</th>
<th>Wed Jan 2</th>
<th>Thur Jan 3</th>
</tr>
</thead>
<tbody>
<tr>
<td>If working on</td>
<td>Paid Holiday on Rest Day</td>
<td>Rest Day 1</td>
<td>In lieu of Paid Holiday Rest Day 2</td>
<td>Winter Closure</td>
<td>Paid Holiday on Rest Day</td>
<td>Rest Day 1</td>
<td>In lieu of Paid Holiday Rest Day 2</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Regular Pay</td>
<td>None</td>
<td>None</td>
<td>Included in Salary</td>
<td>Included in Salary</td>
<td>None</td>
<td>None</td>
<td>Included in Salary</td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>
| Additional Pay | • Double time (code 620) for all hours worked;  
• Minimum pay is 2 hours;  
• Straight time for remaining regular hours.
| Paid for all hours worked.
• Minimum pay is 2 hours
• 1st two hours at 1.5 times (code 615)
• All remaining hours for this weekend at 2 times (code 620)
• Meal allowance (code 440) /meal break* (code 611) after 4 hours (doesn't apply if working from home).
| Paid for all hours worked.
• Minimum pay is 2 hours
• 1st two hours at 1.5 times (code 615)
• All remaining hours for this weekend at 2 times (code 620)
• Meal allowance (code 440) /meal break* (code 611) after 4 hours (doesn't apply if working from home).
| • Double time (code 620) for all hours worked;  
• Minimum pay is 2 hours;  
• Straight time for remaining regular hours.
| Paid for all hours worked.
• Minimum pay is 2 hours
• 1st two hours at 1.5 times (code 615)
• All remaining hours for this weekend at 2 times (code 620)
• Meal allowance (code 440) /meal break* (code 611) after 4 hours (doesn't apply if working from home).
| Day In Lieu | Yes Paid (070) Bank (659) | No | No | 1 day at regular hours:
• To Pay Out (code 070)  
• To Bank (code 659) | Yes Paid (070) Bank (659) | No | No |
| Equivalent Rate of Pay Works Out to | 2x | 1.5-2x | 1 X plus OT rules | 2x | 2x | 1.5-2x | 1 X plus OT rules |

**Note:** CALL BACK* and STANDBY* are separate and distinct conditions. Please refer to Part A Articles 7.02 and 8.  
*For further information please refer to the following tip sheets/forms: Winter Closure – Part A  
**The "In lieu of Paid Holidays" column is treated the same as a Rest Day for all hours worked.

Updated 2018-10-31
### Holiday/ Winter Closure 2018/2019 - Effect on Pay if Employee Works During This Period

**Full-Time Operating Salaried Employees**

Normal shift schedule: Friday to Tuesday

<table>
<thead>
<tr>
<th>Date</th>
<th>Tues Dec 25</th>
<th>Wed Dec 26</th>
<th>Thur Dec 27</th>
<th>Fri Dec 28</th>
<th>Sat Dec 29</th>
<th>Sun Dec 30</th>
<th>Mon Dec 31</th>
<th>Tues Jan 1</th>
</tr>
</thead>
<tbody>
<tr>
<td>If working on</td>
<td>Paid Holiday</td>
<td>Rest Day 1</td>
<td>Rest Day 2</td>
<td>Winter Closure</td>
<td>Paid Holiday</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Regular Pay</td>
<td>Included in Salary</td>
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<td>None</td>
<td>Included in Salary</td>
<td>Included in Salary</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Additional Pay</td>
<td>Additional pay is straight time for all hours worked (code 071), up to their normal hours worked</td>
<td>Paid for all hours worked.</td>
<td>Minimum pay is 2 hours</td>
<td>None</td>
<td>Additional pay is straight time for all hours worked (code 071), up to their normal hours worked</td>
<td>Minimum pay is 2 hours</td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>Double time (code 620) for all hours in excess of their normal work day</td>
<td>1st two hours at 1.5 times (code 615)</td>
<td>All remaining hours for this weekend at 2 times (code 620)</td>
<td>Meal allowance (code 440) / meal break* (code 611) after 4 hours (doesn’t apply if working from home).</td>
<td>Double time (code 620) for all hours in excess of their normal work day</td>
<td>Minimum pay is 2 hours</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Day In Lieu</td>
<td>1 day at regular hours:</td>
<td>1 day at regular hours:</td>
<td>1 day at regular hours:</td>
<td>1 day at regular hours:</td>
<td>1 day at regular hours:</td>
<td>1 day at regular hours:</td>
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<tr>
<td></td>
<td>To Pay Out (code 070)</td>
<td>To Pay Out (code 070)</td>
<td>To Bank (code 659)</td>
<td>To Pay Out (code 070)</td>
<td>To Bank (code 659)</td>
<td>To Pay Out (code 070)</td>
<td>To Bank (code 659)</td>
<td></td>
</tr>
<tr>
<td>Equivalent Rate of Pay Works Out to</td>
<td>3x</td>
<td>1.5-2x</td>
<td>2x</td>
<td>3x</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

**Note:** CALL BACK* and STANDBY* are separate and distinct conditions. Please refer to Part A Articles 7.02 and 8.

*For further information please refer to the following tip sheets/forms: Winter Closure – Part A

**The "In lieu of Paid Holidays" column is treated the same as a Rest Day for all hours worked.**

Updated 2018-10-31
### Holiday/ Winter Closure 2018/2019 - Effect on Pay if Employee Works During This Period

**Full-Time Operating Salaried Employees**

Normal shift schedule: Saturday to Wednesday

<table>
<thead>
<tr>
<th>Date</th>
<th>Tues Dec 25</th>
<th>Wed Dec 26</th>
<th>Thur Dec 27</th>
<th>Fri Dec 28</th>
<th>Sat Dec 29</th>
<th>Sun Dec 30</th>
<th>Mon Dec 31</th>
<th>Tues Jan 1</th>
</tr>
</thead>
<tbody>
<tr>
<td>If working on</td>
<td>Paid Holiday</td>
<td>Winter Closure</td>
<td>Rest Day 1</td>
<td>Rest Day 2</td>
<td>Winter Closure</td>
<td>Paid Holiday</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Regular Pay</td>
<td>Included in Salary</td>
<td>Included in Salary</td>
<td>None</td>
<td>Included in Salary</td>
<td>Included in Salary</td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>
| Additional Pay | • Additional pay is straight time for all hours worked (code 071), up to their normal hours worked  
• Double time (code 620) for all hours in excess of their normal work day  
• Minimum pay is 2 hours.  

Paid for all hours worked.  
• Minimum pay is 2 hours  
• 1st two hours at 1.5 times (code 615)  
• All remaining hours for this weekend at 2 times (code 620)  
• Meal allowance (code 440) /meal break* (code 611) after 4 hours (doesn't apply if working from home).  

None | • Additional pay is straight time for all hours worked (code 071), up to their normal hours worked  
• Double time (code 620) for all hours in excess of their normal work day  
• Minimum pay is 2 hours.  

Additional Pay | • Additional pay is straight time for all hours worked (code 071), up to their normal hours worked  
• Double time (code 620) for all hours in excess of their normal work day  
• Minimum pay is 2 hours.  

Day In Lieu | 1 day at regular hours:  
• To Pay Out (code 070)  
• To Bank (code 659)  

1 day at regular hours:  
• To Pay Out (code 070)  
• To Bank (code 659)  

1 day at regular hours:  
• To Pay Out (code 070)  
• To Bank (code 659)  

Equivalent Rate of Pay Works Out to | 3x | 2x | 1.5-2x | 2x | 3x |

### Note:

CALL BACK* and STANDBY* are separate and distinct conditions. Please refer to Part A Articles 7.02 and 8.

*For further information please refer to the following tip sheets/forms: Winter Closure – Part A

**The “In lieu of Paid Holidays” column is treated the same as a Rest Day for all hours worked.**

Updated 2018-10-31
# Holiday/ Winter Closure 2018/2019 - Effect on Pay if Employee Works During This Period

**Full-Time Operating Salaried Employees**

Normal shift schedule: Sunday to Thursday

<table>
<thead>
<tr>
<th>Date</th>
<th>Tues Dec 25</th>
<th>Wed Dec 26</th>
<th>Thur Dec 27</th>
<th>Fri Dec 28</th>
<th>Sat Dec 29</th>
<th>Sun Dec 30</th>
<th>Mon Dec 31</th>
<th>Tues Jan 1</th>
</tr>
</thead>
<tbody>
<tr>
<td>If working on</td>
<td>Paid Holiday</td>
<td>Winter Closure</td>
<td>Rest Day 1</td>
<td>Rest Day 2</td>
<td>Winter Closure</td>
<td>Paid Holiday</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Regular Pay</td>
<td>Included in Salary</td>
<td>Included in Salary</td>
<td>None</td>
<td>Included in Salary</td>
<td>Included in Salary</td>
<td>Included in Salary</td>
<td></td>
<td></td>
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</tbody>
</table>
| Additional Pay | • Additional pay is straight time for all hours worked (code 071), up to their normal hours worked.  
• Double time (code 620) for all hours in excess of their normal work day.  
• Minimum pay is 2 hours. | None | Paid for all hours worked.  
• Minimum pay is 2 hours  
• 1½ two hours at 1.5 times (code 615)  
• All remaining hours for this weekend at 2 times (code 620)  
• Meal allowance (code 440) /meal break* (code 611) after 4 hours (doesn’t apply if working from home). | None | Additional pay is straight time for all hours worked (code 071), up to their normal hours worked.  
• Double time (code 620) for all hours in excess of their normal work day.  
• Minimum pay is 2 hours. |

| Day In Lieu | 1 day at regular hours:  
• To Pay Out (code 070)  
• To Bank (code 659) | 1 day at regular hours:  
• To Pay Out (code 070)  
• To Bank (code 659) | 1 day at regular hours:  
• To Pay Out (code 070)  
• To Bank (code 659) | 1 day at regular hours:  
• To Pay Out (code 070)  
• To Bank (code 659) |

| Equivalent Rate of Pay Works Out to | 3x | 2x | 1.5-2x | 2x | 3x |

**Note:** CALL BACK* and STANDBY* are separate and distinct conditions. Please refer to Part A Articles 7.02 and 8.

*For further information please refer to the following tip sheets/forms: **Winter Closure – Part A**

**The “In lieu of Paid Holidays” column is treated the same as a Rest Day for all hours worked.**

Updated 2018-10-31