

Holidays, Standard Work Week, Overtime Pay, and Compensatory Time

6FRSH :KR LV &RYHUG E\ WKL V 3RO
&ODVVLILHG 6WDII

3ROLF\

'HILQLWLRQV

)RU WKH SXUSRVHV RIXW\ LWLPHXOHPHGDVHRLQHGZKIRQH UHJXO
VFKHGXOHG KRXUV\RLGGWZRWVZDHPSPORUWHWLLVPHILQHG D
ZKRVH UHJXODU VFKHGXOHGGRXUVWRDQZRUW\ LQ D Z

+ROLG D\ V

8QLYHUVLW\ KROLG DORZDOOHEHEDU\KWKHUODQWED 'D\
3UHVVLGHQW\ V 'D\ 0-KRULHIDGHS HQGHQFH 'D\ /DERU 'D\ &

KH XQLYHUVLW\ PHUYHOWKW WRDREZIDQV RWRHGDWK BQ BEVHUYHG
WKH UHVW RI VKEW\WDWH &RDXPEWVH UDQDQG 9,HDQ\ RI WKH
ROLG D\ V GHFODU DCOVQRVQKLDVWXXJGD XQLYHGDQW\ VKEO GHVLJQDWH
LWKHU WKH SUHFHIGLQRQORZDQJURVQEDWDWKMKKRGDGD\ LV
EVHUYHG

HQ DQ HPSOR\HH ZRURNEWHRQYWEHDGDA KSORLGHV\ VWKHOEPH
QWLWOHG WR SDAUIRHJGVFKRWLHPBQZVRIQHHSOR\WHPMWHJXODU
DWH RISSD\ LQ DGSOLVHRHQVWRVWKGIDHSDQWRIGWRPISHQVDWRU\
LPH|RIIDW WLPH DDQVROHDKVDMKMRHSGB\PHQWRDWWVXFK UDWH
KDOO EH H[FOXGHGRQRWKRXJUDVDFWILRYHSDH SWDSRVHV RI
DOFXODWLQJ RYHUWLPH

([FHSW DV QRWHG IQQ W KXIOUX V H PKH H M S O H G H W R L M L H Q W K R X U
IRU HDFK KROLGD\KHHHDSGPHHVM\ R Z R W M W K I K I N G Q B Z F U W V
HPSOR\HHV VKDOO S B F H R M H W K R I O K B D U Z R X I O G Q B Y I P D E O H I Q
VFKHGXOHG WR ZRUN

\$Q HPSOR\HH ZKR LV R U F K H G X O H B Q Q W L G K Z R Q B R M V H S R U W W R Z R
WKH GD\ EHIRUH W K H H G D \ B I W R U W K H Q K R O H L G F X V B G H D W R H Q F
VKDOO QRW UHFH V Y S I U R R O G G H G \ L S D W K H U X O H K H U H L Q

\$Q HPSOR\HH DOVR G K I R O O D Q R R V O I E G H S D L R O H H V Z D W K H Q H P S W L Y H
VWDWXV RQ WKH V F K L P P X I G H G V Z H R O N S G D B F H G H Q F H S W H W K R O W L D O
HPSOR\HH QHHG QRW V E M D L V Q X D F R I Q L Y H K B D A H Z U R U M R G E H I S D L B I R U
KROLGD\ LI WKH HPSOR\HH LV RQ IXUORXJK

\$Q DSSRLQWPHQW H L Q W R U W K H F F O D V Q I R F W E Y H P D G H D H K I R I O L G D \
XQOHVV WKH H P S O R \ H H G L W R / Z R U N R Q W K D W G D \

\$Q HPSOR\HH PD\ EHRUHT R I Q U B I G R V O R L G B X V L L Q W K H V U G H L F V H D V L W \

6LQFH PDQ\ LPSRUW B Q M U M B Q E H I V R R F F X V L B Q D G H G Q R W O G J D O
KROLGD\V WKH X I O V R H O U V E L O W \ D Z F L F O P P U R B D V O H H D Y H T X H R M W D E V H Q F
YDFDWLRQ H[SUHVVVO\ IRU WKH SXU

,I WKH HPSOR\HH HPSHFW DVRR W/DW HPRY RI UWLQP 0 LSHX RR U DQV
RYHUWLP H ZRUNHG RUXFW LFRP SIKQ 0 DWELP H UDDGW RIG HR 0DD IW
EDVLV (PSOR\HHV PD\ XVH FRPSHQVD WORUF RQLYHHQ BHIQDWWOR V
HPSOR\HH DQG WKH SIKQYDWRILWW W&FRP LR UQRWH DXQW DO EOKH
IROORZLQJ EHLQJ HDUQH G

\$Q HPSOR\HH PD\ DFFBXH WRP SHQR DWP D [QBXPH 0 IIRVZV\KXR XU
H[FHSW WKDW SXE 0IHFV VDD 0 WRWKP SHO RPSW RWKHV VZK W HPWHHD
HVVDEOLVKHG LQUW 0ER H 0HMDGG DDUG VD\$F D [LPDX PDR F URXIU
KXQGUHG HLJKW\ KRXU WRP HFR \$S HQSDVRS 0HGV 0DWO 0KEH
HPSOR\HH TV UHJXORU DQWKRRXUSDR I FRP SHQUXDHGR UQ MIFHV
WKHVH PD [LPXP DPR 0DQWH RQ LWKH HPS [0RPSIM TV WVKW DHPSVOR\
IURP WKH SD\PHQWPSHRYDWWERH 0FRQ WIKHP\$ 0RRE 0QWL 0Q
HPSOR\HH ZLWK DFFUXPSH 0X DWXRQX VMIGFRRRKDVO 0DEH VSDRH D
UDWH WKDW LV WKP SHRYDWWERH 0FRQ WIKHP\$ 0RRE 0QWL 0Q
DYHUDJH UHJXODU QJ DWIKH RHI PSSO RG H 0DU 0 DRV WH PASKURH R H 0W Z
WKH VVDWH

5HODWHG)RUP V

1RW \$SSOLFDEOH

\$GGLWLRQDO 5HVRXUFHV DQG 3URFH

1RW \$SSOLFDEOH

)\$4

1RW \$SSOLFDEOH

3ROLF\ \$GPLQLVWUDWLRQ

1H[W 5HYLHZ 'DWH

5HVSQRQVLEOH 2IILFHU

\$VVRFLDWH 9LFH 3UHVVLGHQW IRU +XPDQ 5HVRXUFHV

/HJDO 5HIHUHQFH

)HGHUDO)DLU /DERU 6WDQGDUGV \$FW

&RPSOLDQFH 3ROLF\

1R

5HYLVLRQ +LVWRU\

-

\$PHQG HG -XO\

5HIHUHQFH , V

- 083,0
- 2\$&

5HYLHZHUV

- \$VVRFLDWH 9LFH 3UHVVLGHQW IRU +XPDQ 5HVRXUFHV
- 6U 9LFH 3UHVVLGHQW IRU)LQDQFH DQG %XVLQHVV 6HUV

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