

Williard City ER 1171-05
IAFF 4468 13-CON-05-1171

Section 27.4 Recall to Duty

Nothing herein shall be construed as preventing the City from recalling a bargaining unit member to duty when the operational needs of the Employer so dictate.

Section 27.5 Accumulation and Carry-over

Generally, vacation leave shall be taken by an employee between the year in which it was accrued and the next anniversary date of employment. However, bargaining unit members may accumulate up to two (2) years of earned vacation leave. No bargaining unit member shall be compensated in cash for any vacation period unless he/she is leaving the service of the City.

**ARTICLE 28
HOLIDAYS**

Section 28.1 Holidays

Employees in the bargaining unit who have completed at least one (1) year of service with the City shall be granted an annual allowance of one hundred nineteen (119) hours of pay or time off in lieu of the following holidays:

1. New Year's Day
2. President's Day
3. Memorial Day
4. Independence Day
5. Labor Day
6. Thanksgiving Day
7. Christmas Eve

✓ divide this
by 24

Section 28.2. Holiday Hours as Time Off. Holiday hours may be utilized as time off with prior approval of the Fire Chief (or the Assistant Fire Chief if acting in the Chief's absence) at any time during the calendar year after it has been earned. Any time not used as time off shall be considered as Holiday Pay as outlined in Section 28.4.

Section 28.3. Newly Hired Employee Eligibility. Such employees who have not completed at least one (1) year of service with the City shall only receive holiday pay for the days listed in Section 28.1 during the pay period in which the holiday falls. In order to be eligible to receive this holiday pay, such employee must work his/her regularly scheduled shift before and after the designated holiday or provide a physician's statement on a form approved by the City that verifies the employee was too ill or injured to work those shifts.