

ARTICLE 8. HOLIDAYS

A. The parties hereto recognize the following holidays:

(1) Prior to January 1, 2022:

New Year's Day, Presidents' Day, Decoration Day (Memorial Day), Independence Day, Columbus Day, Labor Day, Veteran's Day, Thanksgiving Day, the day after Thanksgiving and Christmas Day.

(2) Effective January 1, 2022:

New Year's Day, Martin Luther King Jr. Day, Presidents' Day, Decoration Day (Memorial Day), Independence Day, Labor Day, Veteran's Day, Thanksgiving Day, the day after Thanksgiving and Christmas Day.

Any holiday designated by federal statute shall be considered to fall on the day so designated, except that any holiday falling on a Saturday, whether designated by federal statute or not, shall, for the purpose of this Agreement, be celebrated on the previous Friday, and any holiday falling on a Sunday, whether designated by federal statute or not, shall, for the purpose of this Agreement, be celebrated on the following Monday.

B. Effective January 1, 2022, an employee who is engaged on an hourly basis and who does not work on Martin Luther King Jr. Day shall be paid for the holiday on the basis of eight (8) hours at the employee's regular straight time hourly rate. An employee who does not work on Martin Luther King Jr. Day shall be eligible for unworked holiday pay only if the employee worked the scheduled workday before and the scheduled workday after the holiday. (If the last scheduled workday before the holiday precedes (or the next scheduled workday after the holiday follows) a hiatus of one (1) week or more, no holiday pay shall be payable.)

C. The Union agrees that it will not unreasonably deny a request for a waiver to switch the Veteran's Day holiday with Good Friday on a given production in the event that the Producer reaches an agreement with Motion Picture Studio Mechanics, Local #52 to do so.