

## 9. **Holidays**

(a) Work time on holidays shall be subject to Paragraph 5, "Night Premiums." All employees are paid at their scheduled Regular Basic Hourly Rates. Minimum calls are as specified in Paragraph 1 above.

An employee shall not be taken off a weekly schedule solely for the purpose of evading the holiday obligation under this Paragraph.

(b) New Year's Day, Presidents' Day (third Monday in February), Good Friday, Memorial Day, Independence Day, Labor Day, Thanksgiving Day, the day after Thanksgiving and Christmas Day shall be recognized as holidays. Effective January 1, 2022, Martin Luther King Jr. Day shall also be a recognized holiday.

If any of the above holidays falls on a Saturday, the preceding Friday shall be considered the holiday and if a holiday falls on Sunday, the following Monday shall be considered the holiday, except that on distant location, Saturday holidays will be recognized on Saturday.

For work performed in Canada, Producer may elect to observe the following Canadian holidays in lieu of the referenced holidays listed in subparagraph (b) above:

- (i) Victoria Day in lieu of Memorial Day; and
- (ii) Canada Day in lieu of Independence Day (July 4<sup>th</sup>);

provided that the two holidays are within the employee's period of employment and the Producer gives no less than two (2) weeks' notice to the affected employee, unless the employee has been employed fewer than two (2) weeks prior to the first of the two holidays, in which case the Producer will provide notice to the affected employee at the time of hire. When the employee has not been employed on the Canadian holiday set forth above, but is employed to work on the U.S. holiday, the employee shall be paid a premium for the corresponding U.S. holiday. The Union will not unreasonably deny requests to exchange other Canadian holidays for those listed in subparagraph (b) above (such as Family Day in lieu of Presidents' Day or Easter Monday in lieu of Good Friday).

(c) Provisions for Holidays not Worked

Daily Employees

Effective in the period January 1, 2021 to and including December 31, 2021, a Daily Schedule employee shall receive 3.719% of his annual straight work time earnings, including night premiums, as payment for holidays not worked. Effective in the period January 1, 2022 to and including December 31, 2022 and in the period January 1, 2023 to and including December 31, 2023, a Daily Schedule employee shall receive 4% of his annual straight work time earnings, including night premiums, as payment for holidays not worked. Pay at straight time only for unworked holidays paid to Daily Schedule employees during distant location employment shall be offset against such employee's annual holiday compensation, computed as above.

(d) Provisions for Holidays Worked

Daily Employees shall receive double the Regular Basic Hourly Rate.

(e) The total amount of salary paid in the period January 1, 2021 to and including December 31, 2021, to an employee hired under the "on call" Schedule hereunder for recognized holidays, both worked and unworked, shall be offset against an amount equal to 3.719% of such employee's accumulated weekly schedule earnings within the same period. The employee shall be paid the amount by which such 3.719%

computation exceeds the amount of holiday pay such employee has received for such period for holidays not worked.

The total amount of salary paid in the period January 1, 2022 to and including December 31, 2022 and in the period January 1, 2023 to and including December 31, 2023 to an employee hired under the "on call" Schedule hereunder for recognized holidays, both worked and unworked, shall be offset against an amount equal to 4% of such employee's accumulated weekly schedule earnings within the same period. The employee shall be paid the amount by which such 4% computation exceeds the amount of holiday pay such employee has received for such period for holidays not worked.

The foregoing shall be subject to the following provisions:

(1) No clause.

(2) "Weekly schedule of pay," in the case of an employee hired under the "on call" schedule, shall be deemed to mean the pay rate specified in the wage scale, plus overscale payment, if any. A day's holiday pay for such schedule shall be considered as one-fifth (1/5) of such weekly schedule rate of pay, plus overscale payment, if any, for studio workweeks, and one-sixth (1/6) of such rate of pay for distant location workweeks.

(3) Vacation pay, severance pay and premium pay for holidays actually worked shall be excluded from the applicable percentage computation required under this subparagraph (e) above.

(4) The applicable percentage computation described under this subparagraph (e) above shall not be applicable to any employee hereunder for any calendar year in which he is paid for nine (9) recognized holidays not worked.

(f) Presentation of Claim For Holiday Pay

(1) Producers that currently pay for holidays on a weekly basis shall continue to adhere to their existing practice. Producers that currently pay for holidays pursuant to subparagraph (2) below may instead elect on a production-by-production basis to pay on a weekly basis.

(2) Producers that currently make holiday payments at the end of the calendar year shall elect one of the following procedures for employees on layoff and for employees on payroll:

(i) With respect to employees on layoff:

(A) On or after March 15 of the year following the calendar year in which holiday pay was earned, the Producer shall either:

(1) mail or deliver to such employee his holiday pay; or

(2) notify each such employee that he should claim his holiday pay pursuant to the provisions of this Agreement.

(B) In the event the Producer mails the employee's holiday paycheck and it is returned or if the employee fails, within thirty (30) days following the date of mailing of the notice referred to in subparagraph (2)(i)(A)(2) above, to claim his holiday pay, the Producer shall notify the Union of the names of those employees who have not claimed holiday pay. In the case of employees whose checks were returned, the Producer shall also forward the returned check(s) to the Union.

(C) The Union shall endeavor to locate any employee who has not claimed his holiday pay. If it does so, it shall forward to the employee his check or otherwise advise the employee of the department of the Producer to contact to claim such pay.

(D) If the Union is unable, within thirty (30) days following its receipt of the notice referred to in subparagraph (2)(i)(B) above, to locate such employee(s), the Union shall so advise the Producer and return any unclaimed check(s) to the Producer.

(E) On or about March 15 of the second calendar year following the year in which holiday pay was earned ("the second calendar year"), employees who have not claimed their holiday pay will be notified that unless claimed by July 15 of that year, such pay will be sent to the Motion Picture Industry Pension Plan. On or about May 15 of the second calendar year, Producer will furnish to the Union a list showing the names of those employees who have not claimed holiday pay and the amount of holiday pay due to each, together with a notice that unless claimed by July 15, such holiday pay will be sent to the Motion Picture Industry Pension Plan.

(F) On or about July 15 of the second calendar year, unclaimed holiday pay will be contributed to the Motion Picture Industry Pension Plan and credited to the appropriate employee pension plan account. Money so contributed shall not be returned to the employee and shall fully discharge the Producer's and the Union's obligations hereunder to the employee with respect to the payment of holiday pay.

(ii) With respect to employees on payroll:

(A) On or after March 15 of the year following the calendar year in which holiday pay was earned, the Producer shall either:

(1) mail or deliver to such employee his holiday pay; or

(2) notify each such employee that he should request holiday pay pursuant to the provisions of this Agreement.

(B) In the event the employee fails to request such holiday pay within thirty (30) days after the date of mailing of the notice referred to in subparagraph (2)(ii)(A)(2) above, the Producer shall notify the Union of the names of those employees who have not claimed such pay.

(C) The Union shall, within thirty (30) days after receipt of the notice referred to in subparagraph (2)(ii)(B) above, endeavor to notify the employee and advise him to claim holiday pay.

(D) On or about March 15 of the second calendar year, employees who have not claimed their holiday pay will be notified that unless claimed by July 15 of that year, such pay will be sent to the Motion Picture Industry Pension Plan. On or about May 15 of the second calendar year, Producer will furnish to the Union a list showing the names of those employees who have not claimed holiday pay and the amount of holiday pay due to each, together with a notice that unless claimed by July 15, such holiday pay will be sent to the Motion Picture Industry Pension Plan.

(E) On or about July 15 of the second calendar year, unclaimed holiday pay will be contributed to the Motion Picture Industry Pension Plan and credited to the appropriate employee pension plan account. Money so contributed shall not be returned to the employee and shall fully discharge the Producer's and Union's obligations hereunder with respect to the payment of holiday pay.

(3) New signatory Producers shall adhere to the practice of paying holiday pay currently on a weekly basis unless other arrangements are made by them with the Union.