

Paid Holiday Policy

Per the SEIU Union Collective Bargaining agreement an Individual Provider (Employee) shall be paid at 1.5 times their regular hourly rate for hours worked on the following five (5) holidays:

- New Year's Day
- Martin Luther King, Jr. Day
- Memorial Day
- Labor Day
- Thanksgiving

Floating Holidays

Effective October 1st, 2021 all Individual Providers (Employees) covered by the SEIU Union Collective Bargaining agreement have two (2) floating holidays to use each fiscal year. An Individual Provider (Employee) shall not exceed two (2) floating holidays per fiscal year. (October 1st, 2021 to June 30th, 2022 and July 1st, 2022 to June 30th, 2023)

The floating holiday is a day chosen by the Individual Provider (Employee), this day does not have to be recognized as a state or federal holiday. Employees shall be paid at 1.5 times their regular hourly rate for hours worked on the indicated date/s on the floating holiday request form.

The Individual Provider (Employee) must complete the floating holiday request form and submit to the Authorized Party/Support Manager for approval. The Authorized Party/Support Manager must submit the approved Floating Holiday Request Form to Lifeworks at least two weeks before they intend to use the floating holiday. Requests will be processed on the applicable pay period for the date/s indicated.