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HANDOUT B

HOURS EMPLOYEE ACTUALLY WORKS IN HOLIDAY WEEK

The holiday falls on a regularly scheduled work day and the employee has the day off. Employee's regular schedule is a 40-hour work week. There are 11 legal holidays per year.

Example 1: Employee's regular schedule is 8 hours per day.

Number of hours actually worked in holiday week:

$$\begin{aligned} (4 \text{ days} \times 8 \text{ hours}) &= 32 \text{ hours worked} \\ &\quad \underline{8 \text{ hours holiday pay}^*} \\ &= 40 \text{ hours} \end{aligned}$$

Example 2: Employee's regular schedule is 10 hours per day.

Number of hours actually worked in holiday week:

$$\begin{aligned} (3 \text{ days} \times 10 \text{ hours}) &= 30 \text{ hours worked} \\ &\quad \underline{10 \text{ hours holiday pay}^*} \\ &= 40 \text{ hours} \end{aligned}$$

This employee works 22 fewer hours per year than an employee in Example 1.

Example 3: Employee's regular schedule is 12 hours per day.

Number of hours actually worked in holiday week:

$$\begin{aligned} (2 \text{ days} \times 12 \text{ hours plus } 4 \text{ hours}) &= 28 \text{ hours worked} \\ &\quad \underline{12 \text{ hours holiday pay}^*} \\ &= 40 \text{ hours} \end{aligned}$$

This employee works 44 fewer hours per year than an employee in Example 1.

*As proposed under AB 537.

CT:dsb

Holiday Pay examples 403.xls\Hours Worked

4/3/03

ASSEMBLY WAYS AND MEANS

DATE: 4-30-03 ROOM: 3137 EXHIBIT D

SUBMITTED BY: State Personnel