

**Holiday/ Winter Closure 2016/2017 - Effect on Pay if Employee Works During This Period**  
**Full-Time Operating Salaried Employees**  
 Normal shift schedule: Monday to Sunday

Date	Sun Dec 25	Mon Dec 26	Tue Dec 27	Wed Dec 28	Thur Dec 29	Fri Dec 30	Sat Dec 31	Sun Jan 1	Mon Jan 2
<b>If working on</b>	<b>Paid Holiday on Rest Day</b>	<b>In lieu of Paid Holiday Rest Day 2</b>	<b>Winter Closure</b>				<b>Rest Day 1</b>	<b>Paid Holiday on Rest Day</b>	<b>In lieu of Paid Holiday Rest Day 2</b>
<b>Regular Pay</b>	None	Included in Salary	Included in Salary				None	None	Included in Salary
<b>Additional Pay</b>	<ul style="list-style-type: none"> <li>• Double time for all hours worked (code 620),</li> <li>• Minimum pay is 2 hours,</li> <li>• Straight time for remaining regular hours.</li> </ul>	Paid for all hours worked. <ul style="list-style-type: none"> <li>• Minimum pay is 2 hours</li> <li>• 1<sup>st</sup> two hours at 1.5 times (code 615)</li> <li>• All remaining hours for this weekend at 2 times (code 620)</li> <li>• Meal allowance (code 440) /meal break* (code 611) after 4 hours (doesn't apply if working from home).</li> </ul>	None				Paid for all hours worked. <ul style="list-style-type: none"> <li>▪ Minimum pay is 2 hours</li> <li>▪ 1<sup>st</sup> two hours at 1.5 times (code 615)</li> <li>▪ All remaining hours for this weekend at 2 times (code 620)</li> <li>▪ Meal allowance (code 440) /meal break* (code 611) after 4 hours (doesn't apply if working from home).</li> </ul>	<ul style="list-style-type: none"> <li>• Double time for all hours worked (code 620),</li> <li>• Minimum pay is 2 hours,</li> <li>• Straight time for remaining regular hours.</li> </ul>	Paid for all hours worked. <ul style="list-style-type: none"> <li>• Minimum pay is 2 hours</li> <li>• 1<sup>st</sup> two hours at 1.5 times (code 615)</li> <li>• All remaining hours for this weekend at 2 times (code 620)</li> <li>• Meal allowance (code 440) /meal break* (code 611) after 4 hours (doesn't apply if working from home).</li> </ul>
<b>Day In Lieu</b>	Yes Paid (070) Bank (659)	No	1 day at regular hours: <ul style="list-style-type: none"> <li>• To Pay Out (code 070)</li> <li>• To Bank (code 659)</li> </ul>				No	Yes Paid (070) Bank (659)	No
<b>Equivalent Rate of Pay Works Out to</b>	2x	1x plus OT Rules	2x				2x	2x	1x plus OT Rules

**Note:** CALL BACK\* and STANDBY\* are separate and distinct conditions. Please refer to [Part A](#) Articles 7.02 and 8.

\*For further information please refer to the following tip sheets/forms: [Winter Closure – Part A](#)

\*\*The “In lieu of Paid Holidays” column is treated the same as a Rest Day for all hours worked.

**Holiday/ Winter Closure 2016/2017 - Effect on Pay if Employee Works During This Period**  
**Full-Time Operating Salaried Employees**  
 Normal shift schedule: Tuesday to Monday

Date	Sun Dec 25	Mon Dec 26	Tues Dec 27	Wed Dec 28	Thur Dec 29	Fri Dec 30	Sat Dec 31	Sun Jan 1	Mon Jan 2	Tue Jan 3
<b>If working on</b>	<b>Paid Holiday on Rest Day</b>	<b>Rest Day 1</b>	<b>In lieu of Paid Holiday Rest Day 2</b>	<b>Winter Closure</b>			<b>Paid Holiday on Rest Day</b>	<b>Rest Day 1</b>	<b>In lieu of Paid Holiday Rest Day 2</b>	
<b>Regular Pay</b>	None	None	Included in Salary	Included in Salary			None	None	Included in Salary	
<b>Additional Pay</b>	<ul style="list-style-type: none"> <li>• Double time for all hours worked (code 620),</li> <li>• Minimum pay is 2 hours,</li> <li>• Straight time for remaining regular hours.</li> </ul>	Paid for all hours worked. <ul style="list-style-type: none"> <li>▪ Minimum pay is 2 hours</li> <li>▪ 1<sup>st</sup> two hours at 1.5 times (code 615)</li> <li>▪ All remaining hours for this weekend at 2 times (code 620)</li> </ul> Meal allowance (code 440) /meal break* (code 611) after 4 hours (doesn't apply if working from home).	Paid for all hours worked. <ul style="list-style-type: none"> <li>• Minimum pay is 2 hours</li> <li>• 1<sup>st</sup> two hours at 1.5 times (code 615)</li> <li>• All remaining hours for this weekend at 2 times (code 620)</li> <li>• Meal allowance (code 440) /meal break* (code 611) after 4 hours (doesn't apply if working from home).</li> </ul>	None			<ul style="list-style-type: none"> <li>• Double time for all hours worked (code 620),</li> <li>• Minimum pay is 2 hours,</li> <li>• Straight time for remaining regular hours.</li> </ul>	Paid for all hours worked. <ul style="list-style-type: none"> <li>• Minimum pay is 2 hours</li> <li>• 1<sup>st</sup> two hours at 1.5 times (code 615)</li> <li>• All remaining hours for this weekend at 2 times (code 620)</li> <li>• Meal allowance (code 440) /meal break* (code 611) after 4 hours (doesn't apply if working from home).</li> </ul>	Paid for all hours worked. <ul style="list-style-type: none"> <li>• Minimum pay is 2 hours</li> <li>• 1<sup>st</sup> two hours at 1.5 times (code 615)</li> <li>• All remaining hours for this weekend at 2 times (code 620)</li> <li>• Meal allowance (code 440) /meal break* (code 611) after 4 hours (doesn't apply if working from home).</li> </ul>	
<b>Day In Lieu</b>	Yes Paid (070) Bank (659)	No	No	1 day at regular hours: <ul style="list-style-type: none"> <li>• To Pay Out (code 070)</li> <li>• To Bank (code 659)</li> </ul>			Yes Paid (070) Bank (659)	No	No	
<b>Equivalent Rate of Pay Works Out to</b>	2x	1.5-2x	1 X plus OT rules	2x			2x	1.5-2x	1 X plus OT rules	

**Note:** CALL BACK\* and STANDBY\* are separate and distinct conditions. Please refer to [Part A](#) Articles 7.02 and 8.

\*For further information please refer to the following tip sheets/forms: [Winter Closure – Part A](#)

\*\*The “In lieu of Paid Holidays” column is treated the same as a Rest Day for all hours worked.

### Holiday/ Winter Closure 2016/2017 - Effect on Pay if Employee Works During This Period

#### Full-Time Operating Salaried Employees

Normal shift schedule: Wednesday to Tuesday

Date	Sun Dec 25	Mon Dec 26	Tue Dec 27	Wed Dec 28	Thur Dec 29	Fri Dec 30	Sat Dec 31	Sun Jan 1
If working on	Paid Holiday	Rest Day 1	Rest Day 2	Winter Closure				Paid Holiday
Regular Pay	Included in Salary	None		Included in Salary				Included in Salary
Additional Pay	<ul style="list-style-type: none"> <li>Additional pay is straight time for all hours worked (code 071),</li> <li>Minimum pay is 2 hours.</li> </ul>	Paid for all hours worked. <ul style="list-style-type: none"> <li>Minimum pay is 2 hours</li> <li>1<sup>st</sup> two hours at 1.5 times (code 615)</li> <li>All remaining hours for this weekend at 2 times (code 620)</li> <li>Meal allowance (code 440) /meal break* (code 611) after 4 hours (doesn't apply if working from home).</li> </ul>		None				<ul style="list-style-type: none"> <li>Additional pay is straight time for all hours worked (code 071),</li> <li>Minimum pay is 2 hours.</li> </ul>
Day In Lieu	1 day at regular hours: <ul style="list-style-type: none"> <li>To Pay Out (code 070)</li> <li>To Bank (code 659)</li> </ul>	No		1 day at regular hours: <ul style="list-style-type: none"> <li>To Pay Out (code 070)</li> <li>To Bank (code 659)</li> </ul>				1 day at regular hours: <ul style="list-style-type: none"> <li>To Pay Out (code 070)</li> <li>To Bank (code 659)</li> </ul>
Equivalent Rate of Pay Works Out to	3x	1.5-2x		2X				3x

**Note:** CALL BACK\* and STANDBY\* are separate and distinct conditions. Please refer to [Part A](#) Articles 7.02 and 8.

\*For further information please refer to the following tip sheets/forms: [Winter Closure – Part A](#)

\*\*The “In lieu of Paid Holidays” column is treated the same as a Rest Day for all hours worked.

**Holiday/ Winter Closure 2016/2017 - Effect on Pay if Employee Works During This Period**  
**Full-Time Operating Salaried Employees**  
 Normal shift schedule: Thursday to Wednesday

Date	Sun Dec 25	Mon Dec 26	Tue Dec 27	Wed Dec 28	Thu Dec 29	Fri Dec 30	Sat Dec 31	Sun Jan 1
<b>If working on</b>	<b>Paid Holiday</b>	<b>Winter Closure</b>	<b>Rest Day 1</b>	<b>Rest Day 2</b>	<b>Winter Closure</b>			<b>Paid Holiday</b>
<b>Regular Pay</b>	Included in Salary	Included in Salary	None		Included in Salary			Included in Salary
<b>Additional Pay</b>	<ul style="list-style-type: none"> <li>Additional pay is straight time for all hours worked (code 071),</li> <li>Minimum pay is 2 hours.</li> </ul>	None	Paid for all hours worked. <ul style="list-style-type: none"> <li>Minimum pay is 2 hours</li> <li>1<sup>st</sup> two hours at 1.5 times (code 615)</li> <li>All remaining hours for this weekend at 2 times (code 620)</li> <li>Meal allowance (code 440) /meal break* (code 611) after 4 hours (doesn't apply if working from home).</li> </ul>		None			<ul style="list-style-type: none"> <li>Additional pay is straight time for all hours worked (code 071),</li> <li>Minimum pay is 2 hours.</li> </ul>
<b>Day In Lieu</b>	1 day at regular hours: <ul style="list-style-type: none"> <li>To Pay Out (code 070)</li> <li>To Bank (code 659)</li> </ul>	1 day at regular hours: <ul style="list-style-type: none"> <li>To Pay Out (code 070)</li> <li>To Bank (code 659)</li> </ul>	No		1 day at regular hours: <ul style="list-style-type: none"> <li>To Pay Out (code 070)</li> <li>To Bank (code 659)</li> </ul>			1 day at regular hours: <ul style="list-style-type: none"> <li>To Pay Out (code 070)</li> <li>To Bank (code 659)</li> </ul>
<b>Equivalent Rate of Pay Works Out to</b>	3x	2x	1.5-2x		2x			3x

**Note:** CALL BACK\* and STANDBY\* are separate and distinct conditions. Please refer to [Part A](#) Articles 7.02 and 8.

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**Holiday/ Winter Closure 2016/2017 - Effect on Pay if Employee Works During This Period**  
**Full-Time Operating Salaried Employees**  
 Normal shift schedule: Friday to Thursday

Date	Sun Dec 25	Mon Dec 26	Tue Dec 27	Wed Dec 28	Thur Dec 29	Fri Dec 30	Sat Dec 31	Sun Jan 1
<b>If working on</b>	<b>Paid Holiday</b>	<b>Winter Closure</b>		<b>Rest Day 1</b>	<b>Rest Day 2</b>	<b>Winter Closure</b>		<b>Paid Holiday</b>
<b>Regular Pay</b>	Included in Salary	Included in Salary		None		Included in Salary		Included in Salary
<b>Additional Pay</b>	<ul style="list-style-type: none"> <li>Additional pay is straight time for all hours worked (code 071),</li> <li>Minimum pay is 2 hours.</li> </ul>	None		Paid for all hours worked. <ul style="list-style-type: none"> <li>Minimum pay is 2 hours</li> <li>1<sup>st</sup> two hours at 1.5 times (code 615)</li> <li>All remaining hours for this weekend at 2 times (code 620)</li> <li>Meal allowance (code 440) /meal break* (code 611) after 4 hours (doesn't apply if working from home).</li> </ul>		None		<ul style="list-style-type: none"> <li>Additional pay is straight time for all hours worked (code 071),</li> <li>Minimum pay is 2 hours.</li> </ul>
<b>Day In Lieu</b>	1 day at regular hours: <ul style="list-style-type: none"> <li>To Pay Out (code 070)</li> <li>To Bank (code 659)</li> </ul>	1 day at regular hours: <ul style="list-style-type: none"> <li>To Pay Out (code 070)</li> <li>To Bank (code 659)</li> </ul>		No		1 day at regular hours: <ul style="list-style-type: none"> <li>To Pay Out (code 070)</li> <li>To Bank (code 659)</li> </ul>		1 day at regular hours: <ul style="list-style-type: none"> <li>To Pay Out (code 070)</li> <li>To Bank (code 659)</li> </ul>
<b>Equivalent Rate of Pay Works Out to</b>	3x	2x		1.5-2x		2x		3x

**Note:** CALL BACK\* and STANDBY\* are separate and distinct conditions. Please refer to [Part A](#) Articles 7.02 and 8.

\*For further information please refer to the following tip sheets/forms: [Winter Closure – Part A](#)

\*\*The “In lieu of Paid Holidays” column is treated the same as a Rest Day for all hours worked.

**Holiday/ Winter Closure 2016/2017 - Effect on Pay if Employee Works During This Period**  
**Full-Time Operating Salaried Employees**  
 Normal shift schedule: Saturday to Friday

Date	Sun Dec 25	Mon Dec 26	Tue Dec 27	Wed Dec 28	Thur Dec 29	Fri Dec 30	Sat Dec 31	Sun Jan 1
<b>If working on</b>	<b>Paid Holiday</b>	<b>Winter Closure</b>			<b>Rest Day 1</b>	<b>Rest Day 2</b>	<b>Winter Closure</b>	<b>Paid Holiday</b>
<b>Regular Pay</b>	Included in Salary	Included in Salary			None		Included in Salary	Included in Salary
<b>Additional Pay</b>	<ul style="list-style-type: none"> <li>Additional pay is straight time for all hours worked (code 071),</li> <li>Minimum pay is 2 hours.</li> </ul>	None			Paid for all hours worked. <ul style="list-style-type: none"> <li>Minimum pay is 2 hours</li> <li>1<sup>st</sup> two hours at 1.5 times (code 615)</li> <li>All remaining hours for this weekend at 2 times (code 620)</li> <li>Meal allowance (code 440) /meal break* (code 611) after 4 hours (doesn't apply if working from home).</li> </ul>		None	<ul style="list-style-type: none"> <li>Additional pay is straight time for all hours worked (code 071),</li> <li>Minimum pay is 2 hours.</li> </ul>
<b>Day In Lieu</b>	1 day at regular hours: <ul style="list-style-type: none"> <li>To Pay Out (code 070)</li> <li>To Bank (code 659)</li> </ul>	1 day at regular hours: <ul style="list-style-type: none"> <li>To Pay Out (code 070)</li> <li>To Bank (code 659)</li> </ul>			No		1 day at regular hours: <ul style="list-style-type: none"> <li>To Pay Out (code 070)</li> <li>To Bank (code 659)</li> </ul>	1 day at regular hours: <ul style="list-style-type: none"> <li>To Pay Out (code 070)</li> <li>To Bank (code 659)</li> <li></li> </ul>
<b>Equivalent Rate of Pay Works Out to</b>	3x	2x			1.5-2x		2x	3x

**Note:** CALL BACK\* and STANDBY\* are separate and distinct conditions. Please refer to [Part A](#) Articles 7.02 and 8.

\*For further information please refer to the following tip sheets/forms: [Winter Closure – Part A](#)

\*\*The “In lieu of Paid Holidays” column is treated the same as a Rest Day for all hours worked.

**Holiday/ Winter Closure 2016/2017 - Effect on Pay if Employee Works During This Period**  
**Full-Time Operating Salaried Employees**  
 Normal shift schedule: Sunday to Saturday

Date	Sun Dec 25	Mon Dec 26	Tues Dec 27	Wed Dec 28	Thur Dec 29	Fri Dec 30	Sat Dec 31	Sun Jan 1
If working on	Paid Holiday	Winter Closure				Rest Day 1	Rest Day 2	Paid Holiday
Regular Pay	Included in Salary	Included in Salary				None		Included in Salary
Additional Pay	<ul style="list-style-type: none"> <li>Additional pay is straight time for all hours worked (code 071),</li> <li>Minimum pay is 2 hours.</li> </ul>	None				Paid for all hours worked. <ul style="list-style-type: none"> <li>Minimum pay is 2 hours</li> <li>1<sup>st</sup> two hours at 1.5 times (code 615)</li> <li>All remaining hours for this weekend at 2 times (code 620)</li> </ul> Meal allowance (code 440) /meal break* (code 611) after 4 hours (doesn't apply if working from home).		<ul style="list-style-type: none"> <li>Additional pay is straight time for all hours worked (code 071),</li> <li>Minimum pay is 2 hours.</li> </ul>
Day In Lieu	1 day at regular hours: <ul style="list-style-type: none"> <li>To Pay Out (code 070)</li> <li>To Bank (code 659)</li> </ul>	1 day at regular hours: <ul style="list-style-type: none"> <li>To Pay Out (code 070)</li> <li>To Bank (code 659)</li> </ul>				No		1 day at regular hours: <ul style="list-style-type: none"> <li>To Pay Out (code 070)</li> <li>To Bank (code 659)</li> </ul>
Equivalent Rate of Pay Works Out to	3x	1x plus OT Rules 2x				1.5-2x		3x

**Note:** CALL BACK\* and STANDBY\* are separate and distinct conditions. Please refer to [Part A](#) Articles 7.02 and 8.

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\*\*The “In lieu of Paid Holidays” column is treated the same as a Rest Day for all hours worked.