

**ARTICLE 30
DESIGNATED PAID HOLIDAYS**

(...)

30.09 Scheduling of shift-working employees on a designated holiday

- a. **The number of qualified employees required to work on each shift on the designated holiday will be based on operational requirements.** Should there be more employees scheduled to work on a **specific shift designated paid on the** holiday than **is are** needed, the Employer shall canvass employees scheduled to work the **shift holiday** to determine if there are volunteers who wish to have the **shift day off**. ~~In the event that there are excessive volunteers, years of service as defined in subparagraph 34.03(a)(i) will be used as the determining factor to select which employees shall be granted the day off.~~
 - i. **In the event that there are excessive volunteers, years of service as defined in subparagraph 34.03(a)(i) will be used as the determining factor to select which employees shall be granted the shift off.**
 - ii. **Should there be insufficient or no volunteers after the Employer has canvassed, the employees with the least amount of service as defined in subparagraph 34.03(a)(i) shall be given the shift off.**
- ~~b. Should there be insufficient or no volunteers after the Employer has canvassed consistent with a) above, the employees with the least amount of service as defined in subparagraph 34.03(a)(i) shall be given the day off.~~
- b. Notwithstanding paragraphs (a) ~~and (b)~~ the Employer shall ensure that there is a sufficient number of qualified employees scheduled to work **each shift on** the designated holiday.
- c. Should the Employer require employees to work the **shift holiday** after it has given employees the **shift day** off, the Employer shall first offer the shift(s) to be worked to qualified employees that were initially scheduled to work the **specific shift(s) holiday** and were subsequently given the **shift day** off consistent with **a) and b) and c)** above, before offering the hours consistent with Article 28 (overtime).

For greater certainty, scheduled shifts will continue to follow the pre-established pattern, according to the existing schedule, as a result of the application of this clause.