



HOLIDAY POLICY

Effective Date: February 16, 2024

POLICY AT A GLANCE

PEC is committed to upholding our Value of **Service** by delivering safe and reliable energy to the membership, while also maintaining an appropriate and reasonable holiday schedule for PEC employees.

PEC HOLIDAYS

New Year's Day	Martin Luther King, Jr. Day	Good Friday
Memorial Day	Independence Day	Labor day
Veterans Day	Thanksgiving Day	Day After Thanksgiving
Christmas Eve	Christmas Day	



1. PURPOSE

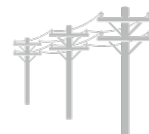
Pedernales Electric Cooperative, Inc. ("PEC") provides safe, reliable energy to its Members. PEC's Business Operations are generally open to Members, Monday through Friday, during standard business hours. PEC Business Operations will close in observance of Holidays. This Policy establishes PEC's Holidays.

2. SCOPE

This Policy applies to all PEC Members, the Board of Directors, and all PEC employees and contractors.

3. POLICY AND IMPLEMENTATION

- 3.1. PEC Business Operations observes and offices are closed for the following Holidays each year:
 - 3.1.1. New Year's Day
 - 3.1.2. Martin Luther King, Jr. Day
 - 3.1.3. Good Friday
 - 3.1.4. Memorial Day
 - 3.1.5. Independence Day
 - 3.1.6. Labor Day
 - 3.1.7. Veterans Day
 - 3.1.8. Thanksgiving Day
 - 3.1.9. Day After Thanksgiving
 - 3.1.10. Christmas Eve
 - 3.1.11. Christmas Day
- 3.2. When a Holiday occurs on a Saturday, the Holiday will be observed on the preceding Friday. When the Holiday occurs on a Sunday, the Holiday will be observed on the following Monday. When either a Holiday or a consecutive Holiday occurs on a weekend, the Holiday(s) will be observed on the preceding Friday and following Monday.
- 3.3. Floating Holiday. Regular, full-time, active employees hired before July 1 of a calendar year shall additionally receive two Floating Holidays each calendar year. Regular, full-time, active employees hired on or after July 1 of a calendar year shall receive one floating holiday for the calendar year in which they are hired.
- 3.4. Procedure Responsibilities:
 - 3.4.1. The Chief Executive Officer ("CEO") shall implement this Policy for Members and employees.
 - 3.4.2. While PEC Business Operations are closed in observance of PEC Holidays, employees will be on call or subject to call out for the provision of electric service.



3.4.3. Holiday Pay:

- 3.4.3.1. Regular, full-time, active employees are eligible for Holiday Pay. Part-time employees, temporary employees and interns are not eligible for Holiday Pay.
- 3.4.3.2. For each Holiday or Floating Holiday, eligible employees are compensated for eight (8) hours pay, at their regular rate of pay. Holiday or Floating Holiday days must be taken in eight (8) hour increments.
- 3.4.3.3. Upon termination, employees are not paid for any future Holidays, including unused Floating Holidays.

4. DEFINITIONS

- 4.1. **Business Operations** – Means facilities or resources generally open to Members during standard business hours, Monday through Friday, defined as Business Day in PEC's Tariff and Business Rules for Electric Service.
- 4.2. **Floating Holiday** – Means a day taken in eight (8) hour increments provided to eligible employees as a paid benefit for time away from normal work hours. Floating Holidays are selected by the employee and approved by the employee's supervisor.
- 4.3. **Holiday** – Means the days approved in this Policy when PEC's Business Operations are closed. This day is paid in eight (8) hour increments.
- 4.4. **Holiday Pay** - Means the compensation paid to eligible employees for a PEC Holiday or Floating Holiday. Holiday Pay is a PEC paid benefit to employees.

5. POLICY ENFORCEMENT

The CEO will enforce this Policy. Violation of this Policy may result in disciplinary action, up to and including, termination.

6. REFERENCES AND RELATED DOCUMENTS

[Employee Compensation Policy](#)

[Tariff and Business Rules](#)

Paid Time Off Policy

Wage and Salary Policy



Date adopted:	May 16, 2005
Last reviewed:	February 16, 2024
Review frequency:	Every 3 years
Amendment dates:	January 1, 2009; September 15, 2014; October 20, 2014; November 14, 2016; January 15, 2021; February 16, 2024
Effective date:	February 16, 2024
Approver:	Board of Directors
Applies to:	This Policy applies to all PEC Members, the Board of Directors, and all PEC employees and contractors.
Administrator:	VP, Workforce and Safety Operations
Superseding effect:	This Policy supersedes all previous policies and memoranda concerning the subject matter. Only the Approver may authorize exceptions to this Policy.

