Our second shift works four 10-hour days per week. When a second or third shift works more than eight hours, do you pay more than eight hours for holiday pay?

Summary: A few more respondents reported paying just 8 hours, but many do pay the same number of hours as normally worked.

Our 1st and 2nd shifts both work 4 10-hour days per week. We went to this format at the request of the employees (gives them an additional day off and they save on gas and commute time).

We still pay our holidays at 8 hours since we changed the schedules at their request and for their benefit. They can take 2 hours PTO time on a holiday if they want to get paid the full 10 hours.

On that note, I allow our employees to take their PTO time in 1 hour increments as long as they are whole hours. That gives them flexibility with their PTO time throughout the year.

I would suggest that anyone who is considering changing from 8 hours holiday pay to 10 hours holiday pay to do the calculation for all of their employees for all paid holidays in a year. The amount is significant.

Yes, we pay our second or third shift employees the amount of hours they normally work. For example, if they work four 10 hour days, then we pay them 10 hours of holiday pay.

No, we do not pay more than the regular shift. The holiday would be paid out at 8 hours.

We pay for 8 hours only

Overtime doesn't start until you hit 40 working hours for a given week.

We only pay 8 hours of holiday even though their normal shift is 10 hours.

When we have employees working 2 – 10 hour shifts and it falls in a holiday week we pay them 10 hours of holiday pay.
We pay 8 hours of holiday pay, even for those on 10 hour shifts.

No, our holiday pay covers only 8 hours of pay. We offer them a 12 hour shift before the holiday to make up for the two hours.

Employees are paid for designated holidays and for floating holidays.
- Regular Full-time employees are paid on the basis of their regular daily salary or wage (standard work day times eligible wage).
- Regular Part-time A employees are paid on the basis of the number of hours they normally work on the day of the designated or locally designated holiday.

If they do not normally work on the designated or locally designated holiday, they will not receive holiday pay for the day.

If an employee is working a ten or twelve hour shift they receive Holiday pay for the hours of their shift.

Yes. We pay the 10 hrs for holidays and paid time off.

We use to work 4 12 hour shifts 7 days per week. The employees worked 3 days one week and 4 days the next. When we closed the plant for a holiday, the employees who would have worked that day were paid 12 hours for Holiday pay. Those who would not have worked were not paid for the Holiday. If we worked on the Holiday, those who were scheduled to work and did work were paid double time.

Your employee handbook needs to be your guide on this one. Read what it says when your company defines your Holiday Pay benefit. If you are specific and it says “eight hours”, then you have to pay only eight hours. If your handbook says that you pay a “normal day”, that would mean that if a normal shift is 10 hours, you pay 10 hours.

We only pay 8 hours for holiday pay, even if employees are working a scheduled shift of 10 hour days.
Everywhere I have worked holiday is paid 8 hrs, however, this is an interesting question…possibly the employer could look at extending hours on other day(s) so employees have the opportunity to work but would not be penalized if they decline…

Our shop personnel works 4/10's, Monday - Thursday. During holiday weeks, they work an 8 hour shift, Monday - Friday. In answer to your question, legally, you are only required to pay 8 hours of holiday pay, no matter what day the holiday falls.

We are union and do not have anyone working 10 hour days.

We do not work on pre-determined Company Holidays. So no holiday work hour extra pay.

We have shifts with 8 hour days and with 12 hour days. All shifts are paid for eight hours of holiday and vacation pay regardless of their shift.

No matter how many hours an employee works, whether 8, 10 or 12, which is the case here, our employees receive 8 hours of holiday pay.
Our complete policy is below, but let me try to crystalize it.

In our case, an employee is either normally required to work an eight or twelve hour shift. As the Holiday replaces one of these “work days”, it seems only logical that they be paid “as if” they worked their normal required shift.

Let me say it another way as the effective employee’s question is – “I have been working overtime at about two hours per day, why shouldn’t I get 10 hours of pay?” If you reverse the question to the employee - when they are working only 6 hours per day, would they only expect to be paid for 6 hours? We all know what that answer is!

“HOLIDAYS

(Name of Company) observes seven holidays throughout the year as follows:

New Year's Day
Memorial Day
Independence Day
Labor Day
Thanksgiving Day
Day after Thanksgiving
Christmas Day

The date on which each holiday is officially observed shall govern for purposes of this section.

All regular full-time employees, who have worked for the Company for (90) ninety calendar days shall receive eight (8) or twelve (12) hours of pay (based on their regularly scheduled hours) at their regular straight time hourly rate for each of the holidays listed above. However, if the full-time employee is not normally scheduled to work on a day which is a designated holiday, you will not receive compensation for these days.

If an employee has worked on a part-time or temporary basis for more than 500 hours, and begins working full-time, that period will be credited towards any time needed to earn holiday pay and emergency leave, but will not be counted towards an employee’s vacation accrual.

In order for hourly production or office employees to receive holiday pay, the Company requires you to work the day before and after the holiday unless you are on vacation or an approved leave at the time of the holiday. If an employee does not work the day before and the day after a holiday, the employee will not be paid holiday pay.

If an employee has scheduled vacation time over a holiday, the employee may have an additional vacation day to be used at a later time.

At times, holidays fall on days that are typically not observed as “normal” business days. However, some employees of Company have been required to work their shift (which typically falls on a weekend).

Because holidays have a tendency to fall on a weekend (Saturday or Sunday), the following will apply:

Eight-Hour Shift Employees - If the holiday falls on a Saturday or a Sunday, the Company will establish the preceding Friday or the following Monday as the holiday or such other day as determined by the Company. If the Company's customer schedule requires any employee to
work on any of the above-listed holidays, the Company will pay the employee at a rate of one and one half times their regular straight-time compensation for all hours worked, plus the additional holiday pay. Holiday pay will be paid at the employee’s regular hourly rate of pay.

Twelve-Hour Shift Employees

1. If a holiday falls on a Saturday or Sunday and the employee is normally scheduled to work, the employee will receive the actual holiday off with pay.
2. If the employee is normally scheduled to work on the company-observed day off, the employee will be granted the company-observed day off with pay.
3. If an employee is normally scheduled to work the evening of the Company’s Christmas Party, the employee will receive this evening off with pay (only if the employee attends the party).

If the Company’s customer schedule requires any employee to work on any of the above-listed holidays, the Company will pay the employee one and one-half his/her regular straight time hourly rate, plus the additional holiday pay. Holiday pay will be paid at the employee’s regular hourly rate of pay.

Religious Holidays - Company recognizes that there may be religious holidays (other than those already designated as holidays) that employees would like to observe, such as Easter Sunday. It may be possible to arrange these holidays as scheduled days off, authorized absences without pay, or personal time off. Requests for time off to observe religious holidays must be approved by your manager and the Human Resource Department.

Bonus Time-Off - When Christmas Eve and New Year’s Eve are not recognized as a holiday, but the management team chooses to close early (3:00 pm), this would be considered Bonus Time Off.

Twelve (12) hour shift employees will work the following schedule:
• AM shift will work from 7:00 am to 3:00 pm.
• PM shift will work from 1:00 am to 7:00 am beginning the day after Christmas (December 26th) and/or the day after the New Year’s Day holiday (January 2nd).
• Swing shifters will only be paid for the hours they worked.
• Pay will be paid at the employee’s regular hourly rate of pay.

Eight (8) hour shift employees will work the following schedule:
• Non Exempt/Hourly:
  • 1st shift will only get paid for hours they worked
  • 2nd shift, with management approval, may work 1st shift hours or the Sunday prior to the holiday, as long as it falls within the same period. Otherwise time will be off without pay.
  • Pay will be paid at the employee’s regular hourly rate of pay."