

ORDINANCE NO. _____

An Ordinance to amend the City of Flint Code of Ordinances by amending Chapter 35, Personnel; Article V, Working Conditions.

IT IS HEREBY ORDAINED BY THE PEOPLE OF THE CITY OF FLINT:

Sec. 1. That the Ordinances of the City of Flint shall be amended by amending Chapter 35, Personnel; Article V, Working Conditions; by amending Section 35-89, Holidays, which shall read in its entirety as follows:

§ 35-89 HOLIDAYS.

(a) *Holiday observance.*

(1) The following days shall be designated as holidays:

- a. Independence Day;
- b. Labor Day;
- c. Thanksgiving Day;
- d. Christmas Eve;
- E. **CHRISTMAS DAY;**
- eF. New Year's Eve;
- fG. New Year's Day;
- gH. Martin Luther King Day; and
- hI. Memorial Day.

(2) All holidays shall be observed on the actual calendar day of their occurrence except in the following situations:

- a. Martin Luther King Day shall be observed on a Monday; and
- b. For employees with a normal workweek which enables them to

have every Saturday and/or Sunday off, any holiday which has a calendar date falling on a Saturday and/or Sunday, the calendar date shall be ignored and the holiday shall be observed as follows:

1. Holidays occurring on a Saturday will be observed on the preceding Friday;

2. Holidays occurring on a Sunday will be observed on the following Monday;

3. Consecutive holidays occurring on Friday and Saturday will be observed on Thursday and Friday; and

4. Consecutive holidays occurring on Sunday and Monday will be observed on Monday and Tuesday.

(b) *Holiday benefits — regular shift.* Regular shift employees who are not required to work their regular shift on any holiday set forth in subsection (a) above shall receive eight hours pay at their straight time hourly rate.

(c) *Holiday benefits — other than regular shift.*

(1) Any regular employee allocated to level 22B and below required to work four or more hours in excess of a regular shift on any holiday set forth in subsection (a) hereof shall be paid one additional hour of pay at their straight time hourly rate for each hour worked in excess of eight, or in lieu of such payment the employee may elect to be credited with one hour annual leave for each hour worked in excess of eight on that day.

(2) Any regular employee allocated to level 22B and below called in to work less than a full shift on any holiday set forth in subsection (a) above, whether

or not the employee was on standby, shall, in addition to the compensation set forth in subsection (b) above, be credited with one hour annual leave for each hour worked on the holiday.

(d) *Duplication of holiday benefits.* Employees required to work both the calendar date and the designated date of a holiday shall receive holiday benefits only for the calendar date of the holiday.

(e) *Unauthorized leave.* Employees who are absent the last scheduled work day preceding the holiday, or the first scheduled work day following a holiday, which absence is not authorized, shall receive no pay for the holiday.

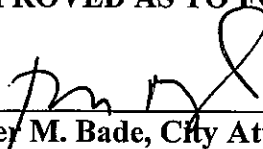
Sec. 2. This ordinance shall become effective the _____ day of _____.

2014.

Adopted this _____ day of _____, 2014 A.D.

Darnell Earley, Emergency Manager

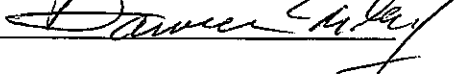
APPROVED AS TO FORM:



Peter M. Bade, City Attorney

EM SUBMISSION NO.: EME6472014

PRESENTED: 12-8-14

ADOPTED: 

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