HRDG 4500a - APHIS Imports and Exports Overtime Interpretation - Section D

Last Modified:

Supplement 4500A
APHIS Imports & Exports Overtime Interpretation
Section D - Holiday Pay

- Call Out

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HOLIDAY PAY
Call Out

Example 1:

Officer works as follows on a holiday.

ASSIGNMENT	ETA	ATA	END	1/2 CTT	FULL CTT	OT HOURS	HOLIDAY PAY HRS.
Vessel	1545	1545	1700		X	2	3/4

Rationale:

The entitlement is guided by **APHIS Directive 402.3** (46.44 KB), section V, paragraph C.2., where a period of work is performed partially within and partially outside the normal TOD. Employees called back on a holiday receive the 2-hour minimum at the holiday rate for each period of work within the hours of their regular TOD. When the assignment falls partially within and partially outside the regular TOD and neither of the periods exceeds 2 hours, the employee is entitled to a 2-hour minimum of overtime pay for the time outside the TOD plus holiday pay for the actual time worked within the TOD. Further examples are given in **APHIS Directive 402.3**, Attachment 3, paragraph D.2.

Example 2:

Officer works as follows on a holiday.

ASSIGNMENT	ETA	ATA	END	1/2 CTT	FULL CTT	OT HOURS	HOLIDAY PAY HRS.
Vessel	0615	0615	0800		X	2	0

Rationale:

The entitlement is again guided by **APHIS Directive 402.3**,section V, paragraph C.2. Following the rationale stated in Example 1, since no work was performed during the normal TOD, there is no entitlement to holiday pay. Only the 2-hour minimum and applicable CTT are allowable. Further examples are given in **APHIS Directive 402.3**, Attachment 3, paragraph D.2.

Example 3:

Normal TOD is 0800-1630. The following overtime jobs are worked on a holiday within the metropolitan area.

Vessel	ETA	ATA	END	1/2 CTT	FULL CTT	HOL. PAY	REG. O/T
Vessel 1	1445	1445	1645		X	1 3/4	2
Vessel 2	1700	1700	1730	X			2

Rationale:

Entitlement for vessel 1 is in accordance with **APHIS Directive 402.3** , section V, paragraph C.2. When the assignment falls partially within and partially outside the regular TOD and neither of the periods exceeds 2 hours, the employee is entitled to a 2-hour minimum of overtime for the time outside the TOD plus holiday pay for the actual time worked within the TOD. Entitlements for vessel 2 are in accordance with **APHIS Directive 402.3** , Attachment 3, paragraph G.2.b., in which the multiple call out rule applies.

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