

## **University of Connecticut**

## Holiday Time Entry (All Holidays): P-2 (Social and Human Services Unit) Employees

## Overview

Social and Human Services Unit (P-2) employees have unique holiday time reporting rules and are eligible to earn holiday time if they work on a scheduled holiday, or if a holiday falls on a day they are scheduled off work. P-2 employees will use this job aid to report time on a holiday for all holidays:

- New Year's Day (1/1)
- Labor Day
- Martin Luther King Day
- Lincoln's Birthday

- Memorial Day
- Thanksgiving Day
- Washington's Birthday
- Good Friday

- Independence Day (7/4)
- Juneteenth (6/19)
- Christmas Day (12/25)
- Columbus Day
- Veteran's Day

**Note:** Part time employees are entitled to a prorated amount of holiday time per their contracts. **Note:** Holiday eligibility is contingent upon paid time on one or the other side of the holiday.

The following time reporting codes (TRC) will be used when reporting time on a holiday for regular and temporary P-2 employees:

TRC	Description
REGH	If <b>temporary P-2</b> employees have worked less than 90 days and are scheduled to work on a holiday, they are not
REGIT	eligible for holiday time. They will use the REGH time reporting code to report time worked.
	This is the regular holiday time reporting code. Employees will enter their scheduled hours on a holiday using the
HOL	HOL time reporting code. Use this in conjunction with additional time reporting codes to earn holiday comp time.
HWCE	Holiday comp time earned for working on a holiday. If an employee works on a scheduled holiday, they will use this
TIVVCL	time reporting code (in conjunction with HOL) to earn comp time for holiday time worked.
HXCE	If a holiday falls on a day the employee is not scheduled to work (B day), they will use the holiday earned on off (B)
TIXCL	day time reporting code. (Only for full-time permanent and durational with more than 6 months employment)
ULAW	If temporary P-2 employees have worked less than 90 days and are scheduled to work on a holiday but take the
OBW	day off, they are taking an <u>authorized unpaid leave</u> and will use this time reporting code.
ULHOL	If employees do not have paid time on one <u>or</u> the other side of a holiday and they are scheduled but do not
CLITOL	work on a holiday, they will use this time reporting code.

Note: The Holiday Comp Time Used (HCU) time reporting code should not be used on a holiday.

The following scenarios are outlined in this job aid:

- Employee takes holiday off
- Employee works on holiday
- Holiday falls on off (B) day
- Employee work a half day on holiday
- Employee's scheduled hours exceed the maximum holiday hours
- Employee has opted not to accrue holiday comp time hours, works on holiday
- Temporary or Durational P-2: Employee has worked less than 90 days, works on holiday
- Temporary or Durational P-2: Employee has worked more than 90 days, works on holiday
- Temporary or Durational P-2: Employee is scheduled to work on holiday but does not work
- Temporary or Durational P-2 (Part-Time): Holiday falls on off (B) day, employee is not scheduled to work

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A temporary P-2 employee was recently hired, and has worked less than 90 days. Therefore, the employee is not eligible for holiday time. The employee typically works 8.00 hours a day every Monday through Friday. A holiday falls on a Monday and the employee works the holiday.    From Friday 09/30/2016 to Thursday 10/13/2016 2	<u>EMPORA</u>
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