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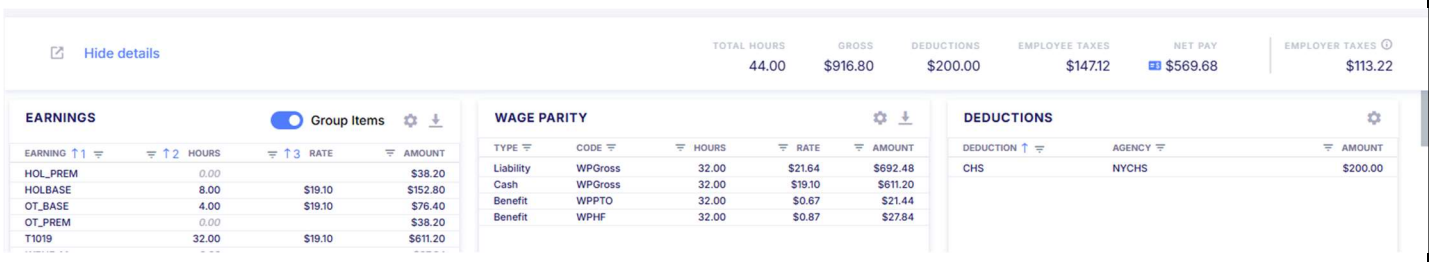
How Holiday Pay and Overtime Work in New York CDPAP

Hours worked on a holiday count toward the 40-hour overtime (OT) calculation. However, if a PA receives holiday pay in a week where they work more than 40 hours total, their holiday pay will count towards the OT pay they are owed.

Example 1: PA works 8 hours on a holiday and 4 hours of OT in the same week

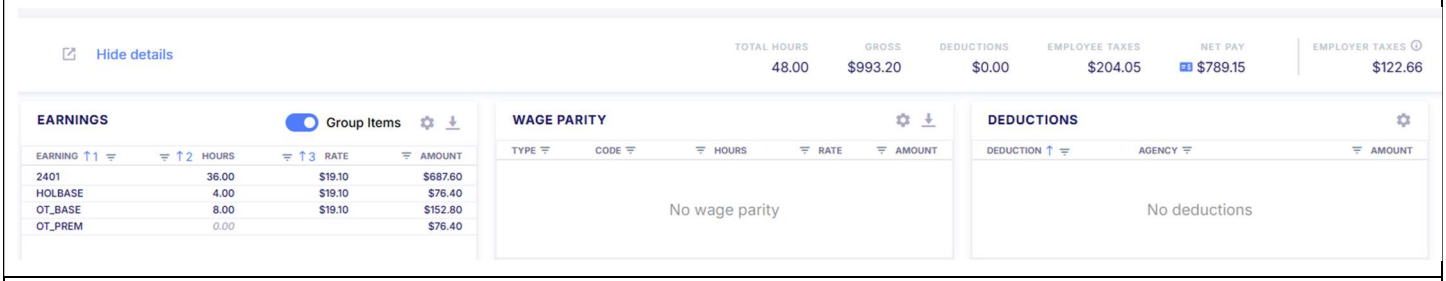
Week of 5/25 - 5/31			
PA works 8 hours on Memorial Day (8 hours of holiday premium pay)	PA works 44 hours total that same week (4 hours of OT premium pay)	The 8 hours of holiday premium pay is reduced by the 4 hours of OT premium pay	PA receives 4 hours of holiday premium pay and 4 hours of OT premium pay



Note: PPL's payroll system will show the OT pay over holiday pay. The paystub will show 4 hours of holiday pay and 4 hours of OT pay.

Example 2: PA works 4 hours on a holiday and 8 hours of OT in the same week

Week of 5/25 - 5/31			
PA works 4 hours on Memorial Day (4 hours of holiday premium pay).	PA works 48 hours total that same week (8 hours of OT premium pay).	The 4 hours of holiday premium pay is reduced to 0 because there are more OT hours than holiday hours.	PA receives 8 hours of OT premium pay.



Note: PPL's payroll system will show the OT pay over holiday pay. The paystub will show 8 hours of OT pay.