

Law Resources' Holiday Pay & Vacation Pay

HOLIDAY PAY

Law Resources pays a Holiday Pay bonus to its temporary workers who lose paid work time when certain holidays prevent them from going to work. This bonus is equal to 7 hours of pay and is paid if you are unable to work because the project you are working on was closed because of a holiday.

The following conditions apply to payment of Holiday Pay:

The included holidays are: New Year's Day, MLK Day, Presidents' Day, Memorial Day, Independence Day, Labor Day, Thanksgiving Day and Christmas Day. Not included are: Inauguration Day, Columbus Day, Veterans Day, the day after Thanksgiving, Christmas Eve and New Year's Eve.

You must have turned in Law Resources timesheets totaling 500 hours or more to be eligible for Holiday Pay. The 500 hour total must have been achieved before or during the timesheet week that includes the holiday and can be accumulated from any Law Resources project or projects. The holiday itself cannot be used to calculate the 500 hours. Both regular and overtime hours are used in calculating the 500 hours.

You must have worked at least four hours on both the workday before and the workday after the holiday. These hours need not have been at the same client firm.

To receive the bonus, you must have been unable to work on the holiday because the project you were working on was closed. If attendance is voluntary on the holiday, the bonus does not apply. If you could have worked and been paid on the holiday, the bonus does not apply.

VACATION PAY

Law Resources pays a Vacation Pay bonus to its temporary workers for every 1000 hours they work. The bonus equals 35 hours of pay at the average pay rate for the worker during the 1000 hour period.

The 1000 hours begin accumulating from the start of your employment. Vacation Pay will be paid in a lump sum payment within 30 days after the 1000 hours accrue. After Vacation Pay is issued, the worker will begin to accumulate hours towards a new 1000 hour total.

Holiday Pay and Vacation Pay are subject to all applicable Federal and state taxes.