

DEPARTMENT OF TRANSPORTATION
OFFICE OF THE SECRETARY

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DEPARTMENTAL PERSONNEL MANUAL

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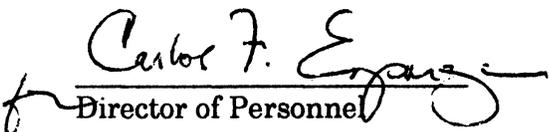
SUBJECT: Holiday Premium Pay and Training

President Clinton declared April 27, 1994, as a national day of mourning for the late President Nixon and all Federal offices were closed. Several questions have arisen concerning whether employees who were required to attend training on April 27, 1994, were entitled to receive holiday premium pay for that day.

Generally, the payment of any kind of premium pay to an employee attending training is prohibited by section 410.601 of Title 5, Code of Federal Regulations. However, the regulations contain an exception that allows the payment of holiday premium pay to such employees if, ". . . the costs of the training, premium pay included, are less than the costs of the same training confined to regular working hours."

To avoid situations in which employees are required to attend training on a holiday, agencies usually avoid scheduling it on those days. However, the holiday to mourn the death of President Nixon was announced after many training courses were already arranged and underway. Therefore, Operating Administrations should review the specific situation of each employee it had in training on April 27, 1994. If it is found that rescheduling the training for a normal workday would have been more costly than paying the employee holiday premium pay, the employee may receive holiday premium pay for the hours spent in training that day. It is important to remember that an employee cannot receive holiday premium pay for more than the number of hours he/she would work on a normal workday.

If you need further information, please contact Jan Karicher of my staff on (202) 366-9450.


Director of Personnel

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