For Baylor staff nurses (Article 28, Work Schedule Option Nos. 6 and 7) who work on a Christmas Day, Fourth of July, and New Year's Day that fall on either a Saturday or Sunday, such holidays worked will count toward the Baylor nurse's holiday work commitment for the applicable year.

Section 3:

Nurses shall be entitled to four (4) days for religious or personal reason days a calendar year. Nurses shall submit requests for religious holidays at the beginning of the year on the quarterly rotation schedule to their immediate Supervisor on the following dates: First quarter – first Monday of the prior November; Second quarter – first Monday of February; Third quarter – first Monday of April; Fourth quarter – first Monday of August. Such days are accrued at the rate of one (1) day for every three (3) calendar months at work and will be forfeited without compensation if not taken by March 31 of the year following the year earned. Not more than two (2) personal days shall be taken at any one time. Part-time Nurses will receive pro-rated personal days per calendar year based on hours paid. Requests for personal days must be made to the Supervisor with at least five (5) days' notice, except in the event of an emergency, in which event reasonable notice will be given. Personal time may be taken in hourly segments.

ARTICLE 6 – SICK LEAVE

Section 1:

A. In the event of illness or injury, Nurses hired prior to April 1, 1990 shall be granted annually fifteen (15) days paid sick leave. Employees hired after April 1, 1990 shall be granted annually twelve (12) days paid sick