

## **Snoble, Catoe Announce Three New Holidays, Summer Casual**

- **Day before the Fourth of July**
- **Day after Christmas**
- **Day after New Year's**

(May 27, 2003) Three new paid holidays for non-contract employees in FY 2004. A full summer of casual dress. That's the plan announced, today, by CEO Roger Snoble and Deputy CEO John Catoe.

Recognizing that next fiscal year's budget has no funds for non-contract raises or merit pay increases, Snoble and Catoe added Thursday, July 3; Friday, Dec. 26; and Friday, Jan. 2, 2004 to the current roster of ten paid holidays.

Beginning July 1, non-contract employees who have no meetings with public officials or external clients may wear "casual Friday" attire as a "summer break from our dress code." The relaxed clothing standard will continue through Sept. 12.

In a memo to MTA staff, the agency's leaders wrote, "It is important that we communicate to you that we value your contributions during the past fiscal year...we want to recognize your personal commitment to doing a good job."

This year's three additional holidays, which are being granted in lieu of merit pay increases under the Performance Based Compensation Program, will be in effect only during FY 2004.

"We're doing everything possible to work our way out of this budget crisis as quickly as we can," said Snoble. "Hopefully, by FY 2005 we will have reached a point that we can look at pay increases again."

Administrative Executive Officer Carolyn Flowers said non-contract employees whose duties require them to work on the new scheduled paid holidays should arrange another day off with their supervisors.

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