TA: _____ (date)
_____ _____ (initials)

ARTICLE 12: HOLIDAYS

12.1 **HOLIDAYS.** The DISTRICT agrees to provide unit members with the following scheduled paid holidays:

- Independence Day
- Labor Day
- Veteran's Day
- Thanksgiving Day
- Friday following Thanksgiving
- Winter Break (Six (6) days from December 24th - December 31st) - shall incorporate:
  - Day in lieu of Native American Day
  - Day in lieu of Shopping Day
  - Fall Semester Recess Period
  - Day in lieu of Admissions Day
- New Year's Day
- Dr. Martin Luther King Jr. Day
- Lincoln's Day
- Washington's Day
- Memorial Day
- Juneteenth Day
- Farm Worker's Day
- Diwali
- Indigenous Peoples Day

12.1.1 **Floating Holidays.** Effective January 1, 2019, unit members will be given one (1) Floating Holiday in lieu of the Saturday after Thanksgiving. The Floating Holiday is to be taken at the discretion of the unit member with at least five (5) working days' written request using the *Classified Time Off Request Form* (accessible via the DISTRICT intranet) to the immediate supervisor. This day must be scheduled within the calendar year and may not be accumulated. Probationary unit members shall be eligible to use the Floating Holiday upon passing probation.

12.1.2 **Birthday Holidays.** Effective January 1, 2011, unit members will be given a Birthday Holiday, which will be recognized as an additional holiday. The Birthday Holiday is to be taken at the discretion of the unit member with at least five (5) working days' written request using the *Classified Time Off Request Form* (accessible via the DISTRICT intranet) to the immediate supervisor. This day must be scheduled within the calendar year and may not be accumulated. Probationary unit members shall be eligible to use the Birthday Holiday upon passing probation.

12.1.3 **Additional Holidays.** Unit members shall be entitled to such additional holidays, other than those in **Section 12.1** as are mandated by the United States President, the Governor, or the Board of Trustees under *Education Code Section 88203*.

12.2 **HOLIDAYS ON SUNDAY OR SATURDAY.** Unless otherwise negotiated, when a holiday

herein listed falls on Sunday, the following Monday shall be deemed to be the holiday. Unless otherwise negotiated, when a holiday herein falls on Saturday, the preceding Friday shall be deemed to be the holiday with the exception of Lincoln's Day which shall be taken to coincide with the adopted school schedule in accordance with *Education Code Section 88203*.

12.3 **HOLIDAY COMPENSATION.** A unit member required by their immediate supervisor to work on a holiday shall receive their regular rate of pay, plus one and one-half (1.5) times their regular rate of pay for their hours worked or earn compensatory time off. If the unit member does work and receives pay on a holiday, they shall not receive an additional day off.

12.3.1 **Part-Time Unit Members.** In the event that a unit member works a workweek other than Monday through Friday and the holiday falls on a nonscheduled work day, and as a result thereof the unit member loses a holiday to which they would otherwise be entitled, the unit member shall be provided a holiday in lieu, which will be observed during the workweek the holiday falls and it shall be observed on the first day or the last day of their workweek schedule, or shall be provided compensation at their regular rate of pay in the amount to which they would have been entitled to had the holiday fallen within their normal work schedule.

12.4 **HOLIDAY ELIGIBILITY.** A unit member must be in paid status during the workday immediately preceding or succeeding the holiday in order to be eligible to receive holiday pay.