

## **ARTICLE 12: HOLIDAYS**

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

Independence Day

Labor Day

Veteran's Day

Thanksgiving Day

Friday following Thanksgiving

Winter Break (Six (6) days from December 24<sup>th</sup> - December 31<sup>st</sup>) – 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

~~\*Winter Break was established to incorporate: Day in lieu of Native American Day, Day in lieu of shopping day, fall semester recess period, and Day in lieu of Admissions Day.~~

~~Prior to January 1, 2011, the unit member's birthday is to be included as an additional holiday. The day must be taken on a day within the month that the birthday falls; otherwise, this holiday will be forfeited.~~

~~Effective January 1, 2011, the unit member's birthday is to be included as an additional holiday. The day must be scheduled with prior reasonable notification for a date within that calendar year, and must be mutually agreed upon between the unit member and the supervisor.~~

~~Effective January 1, 2019, the unit members will be given one (1) floating holiday in lieu of the Saturday after Thanksgiving. The days must be scheduled with prior reasonable notification for a date within the calendar year and must be mutually agreed upon between the unit member and the immediate supervisor.~~

12.1.1 **FLOATING HOLIDAY.** Effective January 1, 2019, unit members will be given (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 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 HOLIDAY.** 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 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.

- 12.2 ~~**LESS THAN FIVE (5) DAY WORKWEEK.**~~ Unit members who work less than a five (5) day workweek shall receive their normal pay for any of the above scheduled holidays provided it falls on a normal workday. If said holiday falls on other than the normal workday, the unit member shall receive holiday pay or time off equivalent to the total regularly scheduled weekly hours divided by five (5) provided they are in paid status on the day immediately preceding or succeeding the holiday. Said holiday time off shall be scheduled with approval of the immediate supervisor.
- 12.3 ~~**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.
- 12.43 **HOLIDAY COMPENSATION.** A unit member required to work on any holiday shall be paid compensation or granted compensatory time off, at the rate of one and a half (1.5) times their regular pay in addition to the regular pay received for the holiday. 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.
- 12.4.1 **PART-TIME UNIT MEMBERS.** In the event that the holiday falls on other than a normal workday, 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 substitute holiday, 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. The prorate substitute holiday or compensation shall be based upon the total assigned hours per workweek divided by five (5).
- 12.54 **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.