

**ARTICLE 8**

HOLIDAYS

8.1 Regularly and Additionally Scheduled Holidays

8.1.1 Subject to the limitations of this article, the District agrees to grant bargaining unit employees the following holidays:

New Year's Day  
Martin Luther King Day  
\*Lincoln's Day  
Washington's Day  
\*\*Cesar Chavez Day  
Memorial Day  
Independence Day  
Labor Day  
\*Admissions Day  
\*Veterans' Day  
Thanksgiving Day  
Christmas Day

\*See 8.1.3

\*\* The District shall provide one additional paid holiday to be called "Cesar Chavez Day". The date of the holiday shall be Monday of the District's Spring Break. For eleven (11) month employees, the holiday shall be the District flex day in May.

8.1.2 In addition to the regularly scheduled holidays granted in Section 8.1.1 of this article, the District agrees to grant bargaining unit employees five (5) additional holidays which shall first be scheduled by the bargaining process defined in Section 3.8 between the period of Christmas and New Year's Day, and, secondly, to the Friday after Thanksgiving.

8.1.3 The District reserves the right to designate other days during the year as holidays to which classified employees are entitled, in lieu of the holidays marked with an asterisk (\*) in Section 8.1.1, provided that such designated in lieu days will provide for at least a three day weekend. The holidays, as designated by the District, may be different days for different employees or groups of employees.

8.2 Holiday Eligibility

8.2.1 Members of the bargaining unit shall be entitled to the holidays specified in Sections 8.1 and 8.2 of this article, provided they are in a paid status during any portion of the working day immediately preceding or succeeding those holidays.

8.2.2 A holiday which falls within an employee's approved vacation period will not be charged as vacation.

8.2.3 All employees who are not normally required to perform services during any District-calendar student recess period will be paid for the designated holidays which fall within those periods if they were in a paid status during any portion of the working day of their normal assignment immediately preceding or succeeding the holiday period.

### 8.3 Holiday Pay

- 8.3.1 Pay for bargaining unit employees who work on holidays shall be one and one-half times the regular rate of pay times the number of hours worked, plus the regular rate of pay for the holiday.
- 8.3.2 Compensatory time off may be requested by the employee and may be granted by the District in lieu of pay for any overtime work.
- 8.3.3 When either overtime or call-back time, as defined in Articles 3.3 or 3.5, is required by the District on a holiday, pay allowances shall be made at the rate of one and one-half times the regular rate of pay times the number of hours worked, plus the unit member's regular rate of pay.
- 8.3.4 Holiday pay or provisions, where applicable, for regular part-time employees in the bargaining unit, shall be supplied in the ratio of the number of hours his/her regular assignment bears to an eight-hour work day and to 12 months per year.
- 8.3.5 When an employee's work schedule requires a work week other than Monday through Friday and a holiday falls outside such work week, the employee shall be granted either a substitute holiday or payment for the holiday, at the District's option, in accord with the employee's weekly assignment. When an employee as a condition of employment has a work week of ten (10) hours per day, four (4) days per week, the employee shall receive ten (10) hours pay for each holiday.

### 8.4 Holidays on Saturday and Sunday

- 8.4.1 If a holiday listed in 8.1.1 above falls on a Sunday, the following Monday is to be observed as the holiday. If a holiday listed in 8.1.1 falls on a Saturday, the preceding Friday is to be observed as the holiday.

### 8.5 Holidays and Alternative Work Weeks

Employees who have been approved to work an alternative work week may work a different work week schedule when a holiday occurs during any work week.

If an employee works a ten (10) hour day, four (4) days per week the employee's schedule may revert to the standard eight (8) hour day, five (5) days per week if a holiday is observed in that week.

The two-week cycle for a 9/80 schedule is defined as working nine (9) hours for four (4) days and eight (8) hours for one (1) day in week one and working nine (9) hours for four (4) days in week two.

If the employee works a 9/80 schedule and a holiday is observed in week one (1) of the two-week cycle, the employee may shift to the standard eight (8) hour day, five (5) day week for that week and start week one of the cycle the following week without a holiday. If the holiday occurs in week two of the two-week cycle the employee may observe the holiday and select which day to shift one hour to one of the remaining work days in that week.

If more than one (1) holiday falls in week two, then the employee may work a regular eight (8) hour day schedule for weeks one and two. If employee's flex day falls on the holiday of week two, then the employee may have an in lieu day in that same week and may shift one (1) hour to another day of that same week. The department shall facilitate the employee's selection.

In the event the employee and the employee's immediate supervisor agree to a different method of adjusting for holidays during an alternative work week and the administrator for that division concurs with the plan, the District shall accept such adjustment provided it does not result in liability for overtime or extra time off with pay.