

ARTICLE 12

HOLIDAYS

A. Scheduled Holidays:

The County Office agrees to provide all unit members in the bargaining unit with the following paid holidays effective July 1, 2017:

New Year's Eve Day	New Year's Day
Martin Luther King, Jr. Day	Lincoln's Day
Presidents' Day	Memorial Day
Labor Day	Veterans Day
Thanksgiving Day	Day after Thanksgiving Day
Christmas Eve	Christmas Day

B. Additional Holidays:

1. Unit members will be paid for the Independence Day holiday (July 4th) provided they work the scheduled day immediately preceding or succeeding the holiday regardless of their location or the program. Unit members will be paid the number of hours scheduled to work either the preceding or succeeding day of the holiday.
2. Beginning July 1, 2022, unit members will be paid for the Juneteenth holiday (June 19th) provided they work the scheduled day immediately preceding or succeeding the holiday regardless of their location or the program. Unit members will be paid the number of hours scheduled to work either the preceding or succeeding day of the holiday.
3. Every day declared by the President or the Governor of this State as a public fast, mourning, thanksgiving or holiday, or any day declared a holiday by the Governing Board as a paid holiday for unit members. The above schedule of holidays constitutes the full holiday obligation of the County Office to unit members.

C. Holiday Eligibility:

Except as otherwise provided in this Article, a unit member must be in a paid status on their normal working day preceding or succeeding the holiday to be paid for the holiday. Unit members in the bargaining unit who are not normally assigned to work during the Winter or Spring recess shall be paid for any holidays listed above provided they were in a paid status during any portion of their normal working day immediately preceding or succeeding the recess period.

D. Holidays on Saturday or Sunday or on Day Off:

1. When a holiday falls on a Saturday, the preceding workday not a holiday shall be deemed to be that holiday. When a holiday falls on a Sunday, the following workday not a holiday shall be deemed to be that holiday. If Christmas Day falls on a Saturday, then the preceding Thursday and Friday will be holidays. Any unit member required to work on an established holiday shall, in addition to receiving their regular pay, be granted compensation for such work at the rate of one and one-half (1 ½) times his/her regular rate of pay.
2. The operation of this section shall not cause any unit member to lose any of the holidays clearly indicated in this Article.
3. Admission Day shall float to December 24, which shall be paid at the regular daily rate.
4. Annual holiday pay for the work year shall be allocated into twelve (12) equal payments and included in the unit members' monthly pay warrant. If a unit member terminates employment during the work year, pay for holidays not earned shall be deducted from the final paycheck.