

Article 10 HOLIDAYS

§ 10.1 Holiday Entitlement

§ 10.1.1 The District agrees to provide all unit members in the bargaining unit with the following paid holidays:

HOLIDAY

Memorial Day

Asian American & Pacific Islander Day

Juneteenth Independence Day

Independence Day

Labor Day

Native American Day

Admissions Day (Floating Holiday)

Veterans' Day

Fall Break (2 days encompassing mandated holidays)

Winter Break (4 days encompassing mandated holidays)

Martin Luther King, Junior's Birthday

Lincoln's Day

President's Day

Cesar Chavez / Dolores Huerta Day

§ 10.1.2 Pprojected holiday schedules are provided in Appendix E1 and E2, Holiday Calendar Cycle. The dates given are subject to change based on variations in the academic calendar.

§ 10.2 Additional Holidays

§ 10.2.1 Every day declared by the President or Governor of this State as a public fast, thanksgiving or holiday, unless it is a special or limited holiday per California Education Code, or any day declared a holiday by the Governing Board under appropriate Education Code sections shall be a paid holiday for all unit members in the bargaining unit.

§ 10.3 Saturday/Sunday Holidays

§ 10.3.1 When a holiday falls on a Saturday, the preceding work day not a holiday shall be deemed to be that holiday. When a holiday falls on Sunday, the following work day not a holiday shall be deemed to be that holiday.

Article 10 HOLIDAYS (Continued)

§ 10.4 Eligibility

§ 10.4.1 Except as otherwise provided in this Article, a unit member must be in paid status in the month that the holiday falls to be paid for the holiday.

§ 10.5 Floating Holiday

§ 10.5.1 Each unit member who is on paid status on Admissions Day shall be entitled to one (1) “floating holiday” each academic year. This floating holiday shall be a day when the unit member would otherwise have been scheduled to work.

§ 10.5.2 This floating holiday shall not be cumulative from one academic year to the next.

§ 10.5.3 The date of such holiday shall be selected by the unit member and shall be granted by the District unless there is a critical adverse effect on the particular function. If the adverse effect is a result of multiple requests, an appropriate number of requests shall be granted. See Article 10.6.3 for more information on the use of floating holidays.

§ 10.5.4 Request for “floating holiday” shall be submitted to the supervisor for approval at least five (5) work days in advance of the selected day.

§ 10.6 Winter Break Closure

§ 10.6.1 It is the intention of the District to close as many operations as possible during the Winter Break. While it is understood that there may be some activities and programs that will occur, and some facilities that will remain occupied, most employees will not be working and most facilities will be closed.

§ 10.6.2 The District grants four (4) holidays during this period. The actual days during which the holidays are taken will be adjusted in order to achieve a continuous closure period during Winter Break.

§ 10.6.3 Winter Break will be scheduled to maximize the continuous closure period providing a break from ten to twelve days (including weekends). To accomplish this, the unit member's floating holiday will be applied towards this time off, and an additional District provided local holiday may be designated during this period. If a unit member has already used the floating holiday, this time will be charged to vacation, compensatory time, paid time off, or unpaid leave. To further maximize the continuous closure period, one or two 50/50 Employee-District split days may also be designated. On a 50/50 split day, the Employee provides one-half day of their accrued vacation, compensatory time, paid time off, or unpaid leave and the District provides the other one-half day as additional holiday time off.

Article 10 HOLIDAYS (Continued)

§ 10.6 Winter Break Closure

§ 10.6.4 Based on the provisions of Section 10.6.3, a schedule of holidays through the fiscal year 2026-2027 is reflected in Appendix E.1 and E.2, Winter Break Calendar.

§ 10.7 Academic Calendar

§ 10.7.1 SEIU shall be consulted with on the placement of holidays that have more than one (1) option.

This page intentionally left blank.