

## **ARTICLE 12 HOLIDAYS**

### **A. UNIVERSITY HOLIDAYS**

As of August 1, 2007, the base pay of all the employees in this bargaining unit includes the equivalent of eleven and one-fifth (11.2) hours of holiday pay for each of the holidays listed in below. The University observes the following days as administrative holidays:

- New Year's Day
- Martin Luther King, Jr., Day
- Third (3<sup>rd</sup>) Monday in February (or announced equivalent)
- Cesar Chavez Day (Last Friday in March or announced equivalent)
- Last Monday in May
- Fourth (4<sup>th</sup>) of July
- Labor Day
- Veterans' Day (November 11<sup>th</sup>)
- Thanksgiving Day
- Friday following Thanksgiving Day (or announced equivalent)
- December 24<sup>th</sup> (or announced equivalent)
- December 25<sup>th</sup>
- December 31<sup>st</sup> (or announced equivalent)

### **B. COMPENSATION FOR WORKING ON CERTAIN HOLIDAYS**

1. Notwithstanding Article 13 – Hours of Work, Section A.1, a fire fighter shall be paid at the premium overtime rate for hours actually worked on shifts beginning on Thanksgiving Day, December 25<sup>th</sup>, or New Year's Day. No alternate dates may be designated by the University.
  - a. Example 1: A fire fighter works a regularly scheduled shift from 0800 hours on December 25<sup>th</sup> to 0800 hours on December 26<sup>th</sup>. He/she will be paid the premium overtime rate for the twenty-four (24) hours worked on that shift.
  - b. Example 2: A fire fighter works a regularly scheduled shift beginning at 0800 hours on December 25<sup>th</sup> but leaves at 0500 hours on December 26<sup>th</sup>. He/she will be paid the premium overtime rate for the twenty-one (21) hours worked on that shift.
2. Notwithstanding Article 13 – Hours of Work, Section A.1, fire fighters working a shift (as defined in Article 13, Section B.1.a) in excess of his/her normal work cycle that begins on Thanksgiving Day, December 25<sup>th</sup> or New Year's Day shall receive double-time for all hours worked on the shift.
  - a. Example: A fire fighter works a non-regularly scheduled shift from 0800 hours on December 25<sup>th</sup> to 0800 hours on December 26<sup>th</sup>. He/she will be paid the double-time rate of two (2) times his/her FLSA regular rate for the twenty-four (24) hours worked on that shift.

3. RESTRICTIONS

- a. In the administration of the provisions of this Article there shall be no duplication, pyramiding, or compounding of any premium wage payments provided herein with any other wage payments provided in any other provision of the Agreement.
- b. Holiday pay shall not count as time worked for the purpose of calculating overtime, except as provided in Section B.1, above.

**C. RELIGIOUS OBSERVANCE**

By charging time off to vacation, compensatory time off, or leave without pay, an employee may observe a special or religious holiday if the University determines that work schedules permit. Such requests shall not be unreasonably denied.