ARTICLE 13
HOLIDAYS

Employees are eligible for holiday pay in accordance with the nature of their appointments and their periods on pay status during the month in which the holiday occurs.

A. Eligibility for Holiday Pay

1. A full-time employee in a career position shall receive holiday pay if on pay status on the employee’s last scheduled work day before the holiday and on the first scheduled work day following the holiday.

2. In addition, a full-time employee in a career position shall receive holiday pay in accordance with the following:
   a. A new or rehired full-time employee shall receive pay for any holiday immediately preceding the employee’s first day of work provided the holiday is the first working day(s) of the month.
   b. A continuing full-time employee who is on approved leave without pay, temporary layoff, or furlough for a period of not more than twenty (20) calendar days, including holidays, shall receive pay for any holiday occurring in that period.
   c. A terminating full-time employee shall receive pay for any holiday immediately following the employee’s last day of work provided the holiday is the last working day(s) of the month.

3. No employee shall receive holiday pay for any holiday, which is immediately preceded by or followed by an unauthorized absence or suspension for disciplinary reasons.

4. A full-time employee in a limited position and any part-time employee shall receive holiday pay in accordance with the following table except that holiday pay is not granted for a holiday that occurs before the first day of work for a new or rehired employee or after the last day of work for a terminating employee.

#### HOLIDAY PAY FOR FULL-TIME LIMITED AND PART-TIME EMPLOYEES

<table>
<thead>
<tr>
<th>Hours on pay status*</th>
<th>144 Hours* Month</th>
<th>152 Hours* Month</th>
<th>160 Hours* Month</th>
<th>168 Hours* Month</th>
<th>176 Hours* Month</th>
<th>Percent ** of Time on Pay Status</th>
<th>Hours*** of Holiday Pay</th>
</tr>
</thead>
<tbody>
<tr>
<td>0-71</td>
<td>0-75</td>
<td>0-79</td>
<td>0-83</td>
<td>0-87</td>
<td>-</td>
<td>50-56%</td>
<td>4</td>
</tr>
<tr>
<td>72-81</td>
<td>76-85</td>
<td>80-89</td>
<td>84-94</td>
<td>88-98</td>
<td>57-68%</td>
<td>57-68%</td>
<td>5</td>
</tr>
<tr>
<td>82-99</td>
<td>86-104</td>
<td>90-109</td>
<td>95-115</td>
<td>99-120</td>
<td>69-80%</td>
<td>69-80%</td>
<td>6</td>
</tr>
<tr>
<td>100-117</td>
<td>105-123</td>
<td>110-129</td>
<td>116-136</td>
<td>121-142</td>
<td>80-88%</td>
<td>80-88%</td>
<td>8</td>
</tr>
</tbody>
</table>
B. Holidays Observed

The following holidays shall be granted:

New Year’s Day
Martin Luther King’s Birthday
President’s Day
Cesar Chavez’s Day
Administrative Floater at the Medical Center
Memorial Day
Independence Day
Labor Day
Veterans Day
Thanksgiving Day
Day after Thanksgiving
Christmas Eve
Christmas Day
New Year’s Eve

If the University establishes a new holiday, the new holiday will be added to the above list of holidays observed.

Holidays are considered to extend over a twenty-four (24) hour period, but no employee may receive more than eight (8) hours of holiday pay for each holiday.

C. Cesar Chavez Administrative Floating Holiday for Employees at Medical Center

1. Each member of the unit who works at the medical center shall be entitled to the Cesar Chavez floating holiday in lieu of the Cesar Chavez holiday mentioned in B above, under the following circumstances.

   a. The employee is a member of the unit on November 1st of the applicable contract year, and

   b. The employee uses the floating holiday between November 1st and October 31st of each contract year. In the event the employee does not use the personal holiday time before June 30th, the University may schedule the use of the holiday prior to the end of the contract year, the University will,
at its sole non-grievable discretion, convert the Cesar Chavez floating holiday to either holiday compensatory time bank, or pay the employee eight (8) hours of holiday pay.

2. The University shall grant requests for the use of Cesar Chavez floating holiday time in accordance with medical center needs. If an employee requests and receives approval for the Cesar Chavez floating holiday and is then required to work, the employee is to be paid at one and one-half (1 ½) times the regular rate of pay plus holiday pay.

D. Holidays on Saturdays or Sunday

When a holiday falls on a Sunday, the following Monday is observed as a holiday. When a holiday falls on a Saturday, the preceding Friday is observed as a holiday unless an alternative day is designated by the President of the University.

E. Compensation for Holiday Work

When an employee’s work schedule requires him/her to work on an observed holiday, the employee shall be paid at the premium overtime rate of one and one-half (1 ½) of their regular rate of pay, including any shift differential. In addition, the employee receives either eight (8) hours of holiday pay or compensatory time at the regular straight-time rate, including any shift differential. Holiday pay, as used in this section only, is not considered as hours worked for the purposes of determining overtime.

F. Alternate Full Time Work Schedules

An employee on an alternate full-time work schedule is entitled to the same number of holidays and the same number of paid holiday hours as are granted to regularly scheduled employees. An employee whose regular day off falls on a holiday observed by the University receives either another day off or compensating holiday pay.

G. Special or Religious Holidays

An employee may observe a special or religious holiday, provided work schedules permit and provided that the time off is charged to accrued vacation or compensatory time, if applicable, or is without pay.