

For the Union: *David Estep*
Date: May 1, 2020

For the University: *Maure Gardner*
Date: May 1, 2020 *ARO*

Article _____: HOLIDAYS

The following are defined as Resident holidays:

1. New Year's Day (January 1st)
2. Thanksgiving Day (Fourth Thursday in November)
3. Christmas Day (December 25th)

A holiday will commence at 12:00 AM (midnight) on the calendar date of the holiday and will continue for the twenty-four (24) hour consecutive period until 11:59 PM the day of the holiday.

To the extent practicable, the University will endeavor to grant one of these days off. Operational needs permitting, the University will endeavor to grant one additional holiday off. If the Resident is required to work on two or three of the major holidays, two flex days will be granted during the academic year. Reasonable efforts will be made to grant the flex days on the day(s) requested by the Resident, including requests for religious requirements by Residents for observances of religious holidays.