ARTICLE 18
HOLIDAYS

A. UNIVERSITY HOLIDAYS

1. The University shall observe the following days as administrative holidays:

- New Year's Day
- Martin Luther King, Jr. Day (third Monday in January, or announced equivalent)
- Presidents' Day (third Monday in February, or announced equivalent)
- Cesar Chavez Day (last Friday in March), or as provided in §B., below for Nurses working in medical centers.
- Memorial Day (Last Monday in May)
- Juneteenth - June 19th (or announced equivalent)
- Fourth of July
- Labor Day (first Monday in September)
- Veterans Day (except LBNL)
- Thanksgiving Day
- Friday following Thanksgiving Day (or announced equivalent)
- December 24 (or announced equivalent)
- Christmas Day
- December 31 (or announced equivalent)

2. Unless an alternate day is designated by the University, when a holiday falls on Saturday, the preceding Friday is observed, and when the holiday falls on Sunday the following Monday is observed as a holiday.

3. Lawrence Berkeley National Laboratory observes the following days as administrative holidays: New Year's Day, Martin Luther King, Jr. Day, Third Monday in February (or announced equivalent), Last Monday in May, Fourth of July, Labor Day, Thanksgiving Day, Friday following Thanksgiving Day (or announced equivalent), December 24 (or announced equivalent), Christmas Day, December 31 (or announced equivalent), and one Administrative Holiday to be selected by the Lawrence Berkeley National Laboratory.

B. CESAR CHAVEZ DAY FOR NURSES AT MEDICAL CENTER HOSPITALS

1. Each member of the unit who works at a medical center hospital or clinic who is not working on an academic calendar shall be entitled to one (1) personal holiday in recognition of Cesar Chavez, under the following circumstances:
    a. The nurse is a member of the unit on March 1,2005, and each year thereafter, and
    b. The nurse uses the (1) day between March 1 and February 28th of the following year.
2. In the event the nurse does not use the Personal Holiday time prior to February 28th following the year in which it was accrued, the University will have the discretion to compensate nurses for the Personal Holiday time either by converting it to compensatory time and placing it into the nurse's holiday compensatory time bank, or by pay.
3. The University shall grant nurse requests to use the holiday time in accordance with hospital and clinic scheduling needs and shall not unreasonably deny such requests.

C. MAJOR HOLIDAYS

Major holidays are designated for scheduling purposes, only. Major holidays are defined as Thanksgiving and the day after, December 24 and Christmas, and December 31 and New Year's Day. The University will guarantee each member of the unit the opportunity to take one (1) of those two-day periods off regardless of the dates on which the University celebrates those holidays. Census permitting, the University will endeavor to grant one (1) additional two-day period. Straight time holiday pay eligibility shall be determined by the official University holiday schedule.

D. HOLIDAY TIME/PAY

1. Compensation for Holidays. All eligible nurses shall receive holiday time for the holidays provided for in this Article, except as provided in §B., above, whether or not the holiday is worked. Payment for the holiday shall be by actual straight time pay including any eligible shift differential, in accordance with local practices, for nurses assigned to off shifts, unless the nurse and the University mutually agree to straight time compensatory time off.
    a. An eligible full-time nurse shall receive eight (8) hours of holiday time, regardless of their work schedule.
    b. An eligible part-time nurse in pay status at least fifty percent (50%) of the hours in the appropriate pay cycle, excluding holiday hours, shall receive proportionate holiday time, up to the maximum of eight (8) hours per holiday.
    c. Such holiday time is calculated on the number of hours in pay status in the month (for monthly paid nurses) in which the holiday falls, or (for bi-

weekly paid nurses) the two pay periods immediately preceding the pay period in which the holiday occurs.

2. Pay for Holidays Worked. In addition to the §D.1., above, a nurse shall be paid for all hours actually worked on the named holidays in accordance with the following:

   a. A nurse shall be paid at the rate of time and one-half (1½ X) regular pay for hours actually worked on the following holiday dates, only, and no alternate dates may be designated by the University. Hours worked on a holiday shall count toward weekly overtime calculations, and time and one-half (1½ X) paid on a holiday shall not affect such computations.

      1) New Year's Day (January 1)
      2) Martin Luther King Jr. Day (nationally designated day)
      3) Memorial Day (nationally designated day)
      4) Fourth of July
      5) Labor Day (nationally designated day)
      6) Thanksgiving Day (nationally designated day)
      7) December 24
      8) Christmas Day (December 25th)

   b. A nurse shall be paid regular pay at the straight-time rate for hours actually worked on all other holidays.

3. Holiday Time as Compensatory Time - When Holiday time is placed in a compensatory time bank, such bank shall be a straight-time holiday bank, and shall be kept separate from any other compensatory time bank. Holiday compensatory time banks shall be paid out in accordance with Article 14, §M.3., Compensatory Time Bank.

4. Illness During a Holiday - In the event a nurse who was scheduled to work on a holiday calls in sick, the nurse shall be paid their appropriate sick pay, and the holiday shall be either paid or put in to a compensatory bank at the straight time rate.

E. RELIGIOUS OBSERVANCE

By charging time off to vacation, compensatory time off, or leave without pay, a nurse may observe a special or religious holiday if the University determines that work schedules permit. The University shall make a reasonable effort to accommodate the request of a nurse to take time off for a religious observance.

F. ELIGIBILITY

An eligible nurse on pay status on the nurse's last scheduled work day before the holiday and first scheduled work day after the holiday shall receive holiday pay. No nurse shall

receive holiday pay for any holiday that is immediately preceded by, occurs during, or is followed by an unauthorized absence or a disciplinary suspension.

G. TEMPORARY LAYOFF

A full-time nurse on a temporary layoff of not more than twenty (20) calendar days, including holidays, shall receive pay for any holiday which occurred during that period.

H. LAWRENCE BERKELEY NATIONAL LABORATORY

Policies, procedures, definitions, and qualifications relative to holiday pay for new, rehired, or terminating full-time employees shall remain in effect for employees at the Laboratory and shall supersede the provisions of §D., above where in conflict.

I. **FLOATING HOLIDAY**

Career nurses shall receive one (1) floating holiday each year on January 1st, allowing the nurse to replace one regular workday with the floating holiday. The Floating holiday cannot be rolled over, cannot be cashed out, and is subject to supervisor approval.