

TA 4/21/2022
RMR
3:18pm
City Counterproposal
April 21, 2022
RM
4.21.22
3:19pm

ARTICLE 19 – HOLIDAYS

Section 19.1 Holidays Observed. The following shall be recognized and observed as paid holidays:

New Year's Day

Martin Luther King Day

President's Day

Memorial Day

Juneteenth

Independence Day

Labor Day

Veteran's Day

Thanksgiving Day

Day after Thanksgiving

Christmas Day

One Floating Holiday

Four Hours of "Eve" leave to be used on either Christmas Eve or New Year's Eve

If the holiday falls on Saturday, the preceding Friday shall be observed as the holiday.

If the holiday falls on Sunday, the following Monday shall be observed as the holiday.

Section 19.2 Vacation or Compensatory Leave on Holiday. Should an employee be off on vacation or compensatory leave when a holiday occurs, that holiday shall not be charged against their vacation or compensatory leave.

Section 19.3 Floating Personal Leave Holiday. Association members shall accrue personal leave holiday time at the rate of eight (8) hours per calendar year. Employees hired or terminated during the year shall accrue such holiday time on a pro-rated basis. The personal leave holiday shall be used during the calendar year in which it is accrued.

Section 19.4 Work on Holiday. When scheduled and required to work on the a-day when a holiday is observed, an employee shall receive eight (8) hours of holiday pay straight time pay for the holiday plus either pay or compensatory time off at the convenience of the City and the employee at time and one-half (1-1/2) the regular rate of pay for hours worked.

Bargaining Note: parties agree that "at the convenience of the City and the employee" means, mutual agreement. If agreement cannot be made, it defaults to pay.

Section 19.5 Scheduled Day off on Holiday. The employee whose scheduled day off falls on an observed holiday and who does not work on the observed holiday shall receive eight (8) hours of holiday compensatory time off to be taken at the convenience of the employee and the City. Holiday