

**IFPTE Local 21, Unit 16 (AMMPS)
Mid-Management Professionals
2022 Contract Negotiations – Solano County
Union Proposal #9
Date Presented:7/14/22**

14. HOLIDAYS

14.1. Holidays Eligibility

- A. Only regular, probationary and limited term employees are eligible for paid holidays.
- A. An employee must work or be paid for all or part of both the employee’s regularly scheduled workday before and after a holiday to be eligible for that holiday.
- C. An employee terminating employment for reasons other than paid County retirement may not use annual leave, sick leave or compensatory time on the day after a holiday if the last actual working day falls before the holiday. A holiday or floating holiday shall not be used as the date of termination in order to be paid for that day.
- D. Part-time employees shall receive paid holidays on the same basis as their basic workweek relates to 40 hours, regardless of work scheduled.
- E. A full time employee, whose regularly scheduled day off falls on a paid holiday, shall be entitled to eight (8) hours of compensatory time off. Such compensatory time off shall be scheduled at the discretion of the department head within one year from the day of the holiday.

14.2 Fixed Paid Holidays

January 1 st	New Year’s Day
Third Monday in January	Martin Luther King Jr’s Birthday
February 12 th	Lincoln’s Birthday
Third Monday in February	Washington’s Birthday
<u>March 31st</u>	<u>Ceasar Chavez Day</u>
Last Monday in May	Memorial Day
<u>June 19th</u>	<u>Juneteenth</u>
July 4 th	Independence Day
First Monday in September	Labor Day
Second Monday in October	Columbus Day ; Indigenous Peoples Day

November 11 th	Veterans' Day
Thanksgiving Day – Traditional, as designated by the President	Thanksgiving Day
Day after Thanksgiving Day	Day After Thanksgiving
December 25 th	Christmas Day

When a paid holiday falls on a Saturday, the preceding Friday is a paid holiday. When a paid holiday falls on a Sunday, the Monday following is a paid holiday.

Effective January 1, 2020 the fixed paid holidays in 14.2 shall be amended by adding:

December 24th Christmas Eve Day (beginning at 1:00 p.m.)

December 31st New Year's Eve Day (beginning at 1:00 p.m.)

In accordance with County Code Section 2-01, the County's normal business hours are 8:00 a.m. to 5:00 p.m. As the normal workday is eight (8) hours and a normal meal period is one (1) hour, the County's anticipated meal period is from 12:00 to 1:00 which is unpaid. On these dates, employees who are scheduled to work, shall receive and shall use 4 hours of holiday pay, and shall work the balance of their regularly scheduled work shift.

14.3 Other Paid Holidays

- A. Special or limited holidays appointed by the President or the Governor.
- B. Such other days in lieu of holidays as the Board of Supervisors may determine.
- C. Two (2) paid floating holiday in each calendar year. The timing of the employee's use of the floating holiday shall be subject to advance approval of the Department Head or his/her designee.

14.4 Holiday Compensation – ~~Supervising Group~~ Juvenile Correctional Counselor (Supervising)

- A. Any ~~Supervising Group~~ Juvenile Correctional Counselor (Supervising) who is required to work on a fixed paid holiday, which is part of his/her regular workweek, shall be entitled to holiday compensatory time off (CTO) for the time actually worked. A full-time employee whose regularly scheduled day off falls on a paid holiday shall be entitled to eight (8) hours of holiday compensatory time. Departments shall make every effort to schedule the time off within the fiscal year in which it was earned.
- B. Employees in the Juvenile Correctional Counselor (Supervising) job class who are assigned to the 24-hour facility shall receive a total of three (3) Floating Holidays annually on January 1st of each succeeding year.
 - 1. Only those employees who have either successfully completed their initial County probationary period are eligible to receive these Floating Holidays.
 - 2. Employees who successfully complete their initial probationary period between

January 1st and June 30th of any given year shall receive one (1) Floating Holiday effective July 1st of that year.

3. Employees who successfully complete their initial probationary period between July 1st and December 31st of any given year shall not receive any Floating Holidays for that year, but shall receive three (3) Floating Holidays effective January 1st of the succeeding year.
4. Subject to advance approval by the Department, these holidays may be taken at any time during the calendar year, but must be taken within the calendar year in which they are given. Floating Holidays are to be taken eight (8) hours at a time and are not to be utilized on a partial basis.
5. Any eligible employee separating from County service who has not taken that calendar year's Floating Holidays shall not receive payment for any Floating Holiday balance.
6. When a Juvenile Correctional Counselor (Supervising) transfers to the 24-hour facility during the calendar year then the employee will receive pro-rata Floating Holidays for number of the full pay periods remaining in the calendar year.
7. When a Juvenile Correctional Counselor (Supervising) transfers from the 24-hour facility during the calendar year, then the employee's unused Floating Holidays shall be reduced (eliminated) to zero (0) hours.

For the Union:

For the County:

Date:

Date:

