

ARTICLE 15 - HOLIDAYS-CCE Counter Proposal #2

The College Council of Classified Employees CFT/AFT Local #4522 (CCE) Counter Proposal
 #2 to Palomar Community College District (District)
 For 2023-2024 Successor Negotiations

January 19, 2023

ARTICLE 15 - HOLIDAYS

15.1 Regular Holidays

Classified employees shall be granted the following holidays with pay to be scheduled each year by the District. Specific dates will be posted online.

~~Independence Day~~~~Labor Day~~~~Native American Day~~~~Veteran's Day~~~~Thanksgiving Holidays (2)~~~~December 24 and 25 (2)~~~~December 31 and January 1 (2)~~~~Martin Luther King Jr. Day~~~~Lincoln's Day~~~~Washington's Day~~~~Cesar Chavez Day~~~~Spring Break~~~~Memorial Day~~

Holidays	State Mandated # days	# District Adopted Holidays
Independence Day	1	
Labor Day	1	
Native American Day		1
Veteran's Day	1	
Thanksgiving	1	1
Winter Break		4
Admissions Day (recognized during Winter Break)		1
Christmas Eve		1
Christmas Day	1	
New Year's Eve		1

New Year's Day	1	
Martin Luther King Jr. Day	1	
Lincoln Day	1	
Washington Day	1	
Spring Break		4
Cesar Chavez day (recognized Friday of Spring Break)		1
Memorial Day	1	
Juneteenth	1	

15.2 Board Declared Holidays

Pursuant to Education Code Section 88205, the Board may designate other days in lieu of February 12 (Lincoln's Day), the third Monday in February (Washington's Day), the last Monday in May (Memorial Day), September 9 (Admissions Day), or November 11 (Veterans Day) provided that such designated days will provide at least a three-day weekend. If any classified employee would be entitled to the regular paid holiday but would not be in a paid status during any portion of the workday immediately preceding or succeeding the day so designated in lieu of such holiday and therefore would not be entitled to such day in lieu of the holiday, he/she shall be entitled to the regular holiday; however, if he/she is required to work on such holiday, he/she shall be paid compensation at the rate of time and one-half of his/her regular rate of pay in addition to the regular pay received for the holiday.

15.3 Additional Holidays

Classified employees also shall be granted pursuant to applicable and current law additional holidays which are declared by the President or the Governor, as provided for in subdivisions (b) and (c) of Education Code Section 79020 for a public fast, Thanksgiving or holiday; or any day declared a holiday under Education Code Section 79022.

15.4 Special Closure Holidays

Classified employees shall be granted time off without loss in compensation on any scheduled workday which falls during the period December 24 through January 1. The period of time, December 24 through January 1, includes Admissions Day. Admissions Day cannot be used in lieu of another workday outside of December 24 through January 1.

15.5 Holidays Falling on Saturday or Sunday

When a holiday falls on a Sunday, it shall be observed the following Monday.
When a holiday falls on a Saturday, it shall be observed the preceding Friday.

15.6 Eligibility and Payment for Holidays

15.6.1 Paid Status Requirement

Compensation for all holidays requires employees to be in a paid status on the workday immediately preceding or succeeding the paid holiday.

15.6.2 Pay for Holidays Worked

Employees who are directed to work on a holiday are entitled to their regular compensation for that paid holiday in addition to time and one-half compensation for actual hours worked.

15.6.3 Alternate Work Schedules

When a District holiday occurs on a day which is not a day of an employee's regularly scheduled workweek, but the employee is regularly scheduled to work four or five days that week, the employee is entitled to observe the holiday at another time. Substitute holidays shall be determined by the supervisor and the senior or executive administrator with due consideration for the wishes of the employee.

Employees working alternate work schedules are paid at 8 hours for each approved holiday, or a proportion thereof if less than full-time. Employees in coordination with their supervisor, may adjust their work-week to 8 hour days, use vacation time or unpaid time for any hours in excess of the 8 hours of paid holiday time.

15.6.4 Holidays While on Paid Leave

Holidays that occur during other paid leaves such as vacation or sick leave shall not be charged to the paid leave balances.

15.6.5 Holiday Pay for Alternative Work Week Days

Employees working alternative work weeks specified in Article 11.2 shall have their paid holiday adjusted to ensure it corresponds with the number of hours the employee would have worked on the day the paid holiday is observed given their approved alternative work week.










Article 15 - Holidays_TA

Final Audit Report

2024-01-23

Created:	2024-01-23
By:	Maria Zapien Rangel (mzapienrangel@palomar.edu)
Status:	Signed
Transaction ID:	CBJCHBCAABAARKRCIORGxS97iEHJDMiUOwJI59puxr_ra

"Article 15 - Holidays_TA" History

-  Document created by Maria Zapien Rangel (mzapienrangel@palomar.edu)
2024-01-23 - 6:16:59 PM GMT- IP address: 205.153.156.222
-  Document emailed to joseph.sanchez@bbklaw.com for signature
2024-01-23 - 6:17:51 PM GMT
-  Document emailed to Anel Gonzalez (agonzalez@palomar.edu) for signature
2024-01-23 - 6:17:52 PM GMT
-  Email viewed by joseph.sanchez@bbklaw.com
2024-01-23 - 8:06:10 PM GMT- IP address: 104.28.85.133
-  Signer joseph.sanchez@bbklaw.com entered name at signing as Joseph sanchez
2024-01-23 - 8:09:05 PM GMT- IP address: 107.77.228.95
-  Document e-signed by Joseph sanchez (joseph.sanchez@bbklaw.com)
Signature Date: 2024-01-23 - 8:09:07 PM GMT - Time Source: server- IP address: 107.77.228.95
-  Email viewed by Anel Gonzalez (agonzalez@palomar.edu)
2024-01-23 - 11:22:11 PM GMT- IP address: 205.153.156.226
-  Document e-signed by Anel Gonzalez (agonzalez@palomar.edu)
Signature Date: 2024-01-23 - 11:22:38 PM GMT - Time Source: server- IP address: 205.153.156.226
-  Agreement completed.
2024-01-23 - 11:22:38 PM GMT