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SEIU Initial Proposal – 6/7/2024  
District Counter – 6/6/2025  
Union Counter – 6/27/2025  
District Counter – 8/26/2025  
Union Counter – 9/30/2025

**Union accepts districts counter dated 8/26/2025.**

**UNIT G**  
**NEW ARTICLE**  
**HOLIDAYS**

1.0 Holidays: An employee in a regular assignment or in an assignment in lieu of their regular assignment shall receive holiday pay for those holidays listed below and for other holidays declared by the Board of Education, the Governor of California, or the President of the United States which come within or immediately about the employee's assignment period, subject to the conditions listed in Sections 1.1 through 1.2:

- January 1..... New Year's Day
- That date in January declared by the
- Board ..... Martin Luther King, Jr. Day
- Third Monday in February..... Presidents Day
- Last Monday in May .....Memorial Day
- June 19 ..... Juneteenth Day
- July 4 ..... Independence Day
- That date declared by the Board .....Admission Day
- First Monday in September ..... Labor Day
- November 11 ..... Veterans Day
- That Thursday in November
- proclaimed by the President ..... Thanksgiving Day
- Day following Thanksgiving Day ..... Thanksgiving Friday
- December 25 ..... Christmas Day
- That date declared by the
- Board .....Alternate Lincoln Day Observance

1.1 The employee must have been in paid status for a portion of the working day of their assignment immediately preceding or succeeding the holiday, provided that an employee on a military leave of absence entitled to compensation under Article (NEW) (Leaves of Absence) shall only receive pay for the portion of the holiday period needed to meet the total time for which compensation is required by law.

1.2 An employee whose regular work schedule is less than five (5) days per week and forty (40) hours per week shall not be entitled to pay for any holiday observed on the employee's regularly scheduled day off.

**UNIT G**  
**NEW Article – Holidays**

1.3 1.2 An employee who is not normally assigned to duty during the school holidays of December 25 and January 1 shall be paid for those two holidays provided that they were in paid status during any portion of the working day of their normal assignment immediately preceding or succeeding the holiday period.

2.0 Friday shall be the observed holiday for all purposes for holidays which fall on a Saturday; Monday shall be the observed holiday for all purposes for holidays which fall on a Sunday.

3.0 If a holiday occurs while an employee is on vacation or other paid leave, that day will be credited and paid as a holiday.