

Proposal from SEIU 521 to Kern County

SEIU reserves the right to add, modify, and delete to the following proposal.

Proposal 18 July 31, 2024

~~Holidays~~ Section 5.

Holidays

During the term of ~~this~~ this Agreement, the County shall observe the following holiday schedule:

1. New Year's Day
2. Martin Luther King's Birthday (third Monday in January)
3. Presidents' Day (third Monday in February)
4. Memorial Day (last Monday in May)
5. Independence Day (as observed)
6. Labor Day (first Monday in September)
7. Veterans Day (as observed)
8. Thanksgiving Day
9. Day after Thanksgiving
10. Christmas Eve
11. Christmas Day
12. New Year's Eve

13. Juneteeth

14. Cesar Chavez

15. Indigenous Peoples' Day

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8. ———Regular part-time employees covered by this Agreement shall have their holidays governed and compensated according to Section 1243.5 of the Kern County Policy and Administrative Procedures Manual.

C. ———Regular full-time employees covered by this Agreement shall have their holidays governed and compensated solely according to the ~~terms~~ of this Section.

D. All holidays listed above that fall on a Saturday, shall be observed on the previous Friday. All holidays listed above that fall on Sunday shall be observed on the following Monday.

E. ———In a year in which Christmas and New Year's Day fall on a Saturday and are observed on Friday, Christmas Eve and New Year's Eve holidays shall be observed on the preceding Thursday.

F. ———In a year in which Christmas Eve and New Year's Eve fall on a Saturday or Sunday, the holidays shall be observed on the preceding Friday.

G. An actual holiday shall be defined as the day of the week on which the holiday falls.

H. ———A designated holiday shall be the day observed in lieu of the actual holiday pursuant to subsections D, E, and/or F above.

I. ———Employees regularly scheduled to work on an actual or designated holiday shall receive their regular pay for all scheduled hours during that day. In addition, such employees shall be entitled to holiday compensation if ~~they~~ they work on the actual or designated holiday.

J. In no event shall an employee receive holiday compensation for both the actual and designated holiday.

K. ———At the employee's discretion, an employee's holiday compensation shall be in the form of cash or compensatory time off (CTO) for overtime in the form of CTO. ~~Holiday compensation shall be paid at the employee's regular rate of pay for each hour worked. Holiday compensation paid in the form of CTO shall equal one hour's credit for each hour worked. Holiday pay and overtime pay shall not be paid for the same hours worked.~~

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L. ———Employees who are not regularly scheduled to work on either the actual or designated holiday shall receive straight time CTO credit for all hours of the employee's regular schedule. In addition, if such an employee is called to work, such employee shall be compensated in accordance with Article V, Section 3 of this ~~ag~~ Agreement.