

ARTICLE 10

HOLIDAYS

10.1 Enumerated - Weekend Observance

10.1.1 The following are holidays with pay:

New Year's Day	January 1
<u>Martin Luther King Jr. Day</u>	<u>3rd Monday in January</u>
Presidents Day	3rd Monday in February
Memorial Day	Last Monday in May
Independence Day	July 4
Labor Day	1st Monday in September
Veteran's Day	November 11
Thanksgiving Day	4th Thursday in November
Day after Thanksgiving	4th Friday in November
Christmas Day	December 25
Two (2) Personal Holidays	

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10.1.2 In addition to those listed in 10.1.1 above, any day designated by proclamation of the President of the United States as a legal holiday, defined here as a one-time, non-recurring holiday.

10.1.2.1 If an employee is scheduled and is required by management to work on the one-time, nonrecurring holiday, the employee shall schedule an alternative day off with pay after consultation with the employee's supervisor

10.1.2.1 Article 10.2.2 below or Article 17.4.4, shall not apply to a one-time nonrecurring holiday.

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