

Article 5 Leaves

Leave shall be as stated below:

**5.1 Paid Holidays**


5.1.1 The following shall be paid holidays:

| <u>Holiday</u>                   | <u>Date Observed</u>                    |
|----------------------------------|---|
| New Years Day                    | January 1                               |
| <b>Martin Luther King Jr Day</b> | <b>3<sup>rd</sup> Monday in January</b> |
| Presidents Day                   | Third Monday in February                |
| Memorial Day                     | Last Monday in May                      |
| <b>Juneteenth</b>                | <b>June 19 (beginning in 2022)</b>      |
| Independence Day                 | July 4                                  |
| Labor Day                        | First Monday in September               |
| Veterans Day                     | November 11                             |
| Thanksgiving Day                 | Fourth Thursday in November             |
| Thanksgiving Day after           | Day after Thanksgiving                  |
| Christmas Day                    | December 25                             |

5.1.2 In addition to the above paid holidays, full-time employees shall be entitled to ~~two~~ **one (1)** paid holidays per calendar year of the employee's choice after completing six months of continuous employment. Each employee may select the day on which the employee desires to take the additional holiday after consultation with the employee's supervisor. ~~The County encourages one of these personal holidays be taken in recognition of Martin Luther King, Jr. Day.~~

5.1.3 In the event that the President of the United States declares a federal holiday, the full-time or percentage employees shall be entitled to an additional day (or percentage of a day) to be taken either on the federal holiday or within one week of the declared holiday after consultation with the employee's supervisor.

**\*\*Tentative Agreement reached on June 1, 2021**

County: 

Guild: 