**City Counter-Proposal to Union Proposal #3**

9/16/2024

**SECTION 18: HOLIDAYS**

**18.1 Recognized Holidays**

Recognized holidays for career Employees in Representation Units G-1, G-3, I-A, I-B, L, and R-1 shall be:

New Year’s Day

Martin Luther King Jr.’s Birthday - observed on the third Monday in January

Lincoln’s Birthday - deferred to Christmas Eve Day for Units I-A and I-B only

Washington’s Birthday - observed on the third Monday in February

**Cesar Chavez Day**

Malcolm X’s Birthday - observed on the Monday or Friday nearest May 19

Memorial Day - observed on the last Monday in May

**Juneteenth**

Independence Day

Labor Day - Observed on the first Monday in September

Indigenous Peoples Day - observed on the second Monday in October

Veterans Day

Thanksgiving Day

The day after Thanksgiving Day

Christmas Day

**18.2 Floating Holidays**

Employees in the competitive service who have worked for the City six (6) months or more shall be granted three (3) floating holidays each calendar year. In the first calendar year of employment, employees shall be granted pro rata floating holidays as follows:

|  |  |
| --- | --- |
| Hired January 1 - April 30 | 3 days |
| Hired May 1 - August 31 | 2 days |
| Hired September 1 - December 31 | 1 day |

Tentative Agreement

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Jonathan Holtzman Nato Green

Date: Date:

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Aram Kouyoumdjian Allison Reimer

Date: Date:

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Julio Corral

Date:

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Jose Guerrero

Date:

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Arcata Griffin

Date:

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Julia Wiswell

Date:

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Jamie Cooney

Date:

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Danielle Hall

Date:

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Nico Ledwith

Date:

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Christina Rea

Date: