***This is presented a package proposal. The Union proposes below changes to Section 18 in exchange for deletion of Section 19.9.***

**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)~~ **five (5)** 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~~ **5** days |
| --- | --- |
| Hired May 1 - August 31 | ~~2~~ **4** days |
| Hired September 1 - December 31 | ~~1~~ **3** day |

**~~19.9 Sick Leave Bonus~~**

**~~For every six (6) months of perfect sick leave attendance after July 1, 1987, the employee will receive eight (8) hours of bonus time. This bonus time will be prorated for part-time employees. Such bonus time can be used for any leave purpose covered by this Agreement. Such bonus time shall be counted as vacation leave credits for purposes of determining eligibility for carry- over and cash payments.~~**