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**PROPOSAL FROM THE
PASADENA CITY COLLEGE POLICE OFFICERS ASSOCIATION TO THE
PASADENA AREA COMMUNITY COLLEGE DISTRICT**

January 31, 2023

The collective bargaining proposal presented herein by the Pasadena City College Police Officers Association to the Pasadena Area Community College District is expressly made pursuant to the Educational Employment Relations Act and the Collective Bargaining Contract between the parties.

The following articles shall be deemed to remain unchanged in the Collective Bargaining Agreement except as set forth below:

ARTICLE 15
HOLIDAY

15.1 Holidays for which employees covered by this Agreement may be eligible are:

New Year's Eve Day
New Year's Day
Martin Luther King Jr. Day
Lincoln Day
Washington Day
Cesar Chavez Day
Spring Vacation Day
Memorial Day
Juneteenth
Independence Day
Labor Day
California Admission Day
Veteran's Day
Thanksgiving Day
Friday after Thanksgiving
Christmas Eve Day
Christmas Day
Three (3) Days Winter Holiday

15.2 Holidays shall be observed on the dates shown on the District's calendar as approved by the Board of Trustees.

15.3 When a holiday or alternative observance day falls on a scheduled workday, a regular full-time employee covered by this Agreement shall receive such holiday at his or her full regular rate of pay. When a holiday or alternative observance day falls outside the employee's scheduled workweek, the employee shall receive ~~one day's pay~~ compensation **for eight (8) hours** at his or her straight-time rate. **For example, for a holiday worked outside the employee's regular scheduled workweek, the employee shall receive compensation for eight (8) hours at his or her straight-time rate plus holiday pay outlined in Article 15.5, and sub-holiday as outlined in Article 15.8.**

51 15.4 All probationary and permanent employees who are part of the classified service shall be
52 entitled to holiday pay if they are in a paid status during any portion of the workday
53 immediately proceeding or following the holiday.
54

55 15.5 If an employee is required to work on a holiday, he or she shall receive compensation at
56 the rate of one and one-half (1 ½) times his or her regular rate of pay for each hour worked
57 on such holiday in addition to regular holiday pay.
58

59 15.6 In lieu of holiday pay or compensation for time worked on a holiday as provided herein,
60 the employee and the District may agree to compensatory time off. Such compensatory
61 time off shall be scheduled by the District according to District needs, and shall be granted
62 by the District within twelve (12) calendar months following the date on which the holiday
63 occurred, or if not granted within such period, shall be paid in the manner set forth above.
64

65 15.7 If for any academic year during the term of this Agreement, the Governing Board of the
66 District determines that California Admission Day is to become a scheduled day of
67 instruction on the District's academic calendar, such holiday shall be converted to a
68 floating holiday for employees in the unit. An employee's utilization of such holiday must
69 create at least a three-day (3) weekend within the academic year in which the holiday
70 accrues; is subject to the employee providing his or her supervisor with not less than thirty
71 (30) calendar days' notice of the anticipated date of such holiday; and is subject to the
72 scheduling needs of the District. Any floating holiday must be used in the academic year
73 in which it accrues, and will not carry over into the next academic year. The floating holiday
74 shall be administrated in accordance with Section 15.4 through 15.6 above.
75

76 15.8 For any holiday worked, in addition to compensation for hours worked at the applicable
77 rate(s), unit members shall receive one substitute holiday **of 8 hours equivalent to the**
78 **number of holiday hours worked**. The substitute holiday is not eligible for cash out, must
79 be used within one year of the date it is received, and does not carry over. The unit
80 member shall be permitted to **use request** the substitute holiday if it is requested during
81 the 12 month period; ~~however, it is not permitted to take vacation time while the~~
82 ~~substitute holiday is available.~~ **Denials of Sub-Holiday leave shall cause the amount**
83 **of leave requested to be converted to Vacation and added to a unit member's**
84 **accrued vacation bank, so long as the unit member has not reached the vacation**
85 **accrual cap under Article 16.5, in which case the requested leave is retained in the**
86 **Sub-Holiday bank, converted into compensatory time.**
87 **[Note: Unit members have no recourse for denials of sub-holiday while at vacation**
88 **accrual cap. Per Art. 15.8 unit members run the risk of losing sub-holiday hours if**
89 **not used "within one year of the date it is received..."**
90

91 ~~15.9 For any holiday worked outside the employee's regular scheduled workweek, the~~
92 ~~employee shall receive holiday pay as outlined in Articles 15.5 and 15.8 including~~
93 ~~compensation for eight (8) hours at his or her straight time rate.~~
94 **[Note: Added as explanatory language in Article 15.3.]**
95

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97 FOR THE COLLEGE DISTRICT
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100 _____
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FOR THE ASSOCIATION

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