

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

November 12, 2025

The collective bargaining proposal presented herein by the Pasadena City College Police Officers 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
HOLIDAYS**

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 outside the employee's scheduled workweek, the employee shall receive compensation **in the amount equal to which the employee would have been paid for a normal work day.**

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

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52 15.5 If an employee is required to work on a holiday, the employee shall receive compensation
53 as set forth in Article 6.9.
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55 15.6 In lieu of holiday pay or compensation for time worked on a holiday as provided herein,
56 the employee and the District may agree to compensatory time off. Such compensatory
57 time off shall be scheduled by the District according to District needs, and shall be granted
58 by the District within twelve (12) calendar months following the date on which the holiday
59 occurred, or if not granted within such period, shall be paid in the manner set forth above.
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61 15.7 If for any academic year during the term of this Agreement, the Governing Board of the
62 District determines that California Admission Day is to become a scheduled day of
63 instruction on the District's academic calendar, such holiday shall be converted to a
64 floating holiday for employees in the unit. An employee's utilization of such holiday must
65 create at least a three-day (3) weekend within the academic year in which the holiday
66 accrues; is subject to the employee providing his or her supervisor with not less than thirty
67 (30) calendar days' notice of the anticipated date of such holiday; and is subject to the
68 scheduling needs of the District. Any floating holiday must be used in the academic year
69 in which it accrues, and will not carry over into the next academic year. The floating holiday
70 shall be administrated in accordance with Section 15.4 through 15.6 above.
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72 15.8 For any holiday for which a unit member is required to work, in addition to compensation
73 for hours worked at the applicable rate(s), unit members shall receive one substitute
74 holiday equivalent to the number of holiday hours worked. The substitute holiday is not
75 eligible for cash out, must be used within one year of the date it is received, and does not
76 carry over. The unit member shall be permitted to request the substitute holiday if it is
77 requested during the 12 month period. Denials of Sub-Holiday leave shall cause the
78 amount of leave requested to be converted to Vacation and added to a unit member's
79 accrued vacation bank, so long as the unit member has not reached the vacation accrual
80 cap under Article 16.5, in which case the requested leave is retained in the Sub-Holiday
81 bank.

82 **15.9 If an employee voluntarily agrees to work on a scheduled holiday, the employee shall**
83 **receive holiday pay equal to the number of hours they would have been**
84 **compensated at for a normal work day plus compensation at one and one-half (1 ½)**
85 **times the employee's regular rate of pay for each hour worked on such holiday.**
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