

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

August 18, 2025

The collective bargaining proposals presented herein by the Pasadena Area Community College District to the Pasadena City College Police Officers Association is expressly made pursuant to the Educational Employment Relations Act and the Collective Bargaining Agreement 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 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 for all hours worked. Additionally, unit members who worked on a holiday will receive overtime for all hours worked at one and a half times their regular rate of pay plus substitute holiday straight time pay for all hours worked. When a holiday or alternative observance day falls outside the employee's scheduled workweek, the employee shall receive compensation for eight (8) hours at his or her straight time rate.
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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.

15.5 If an employee is required to work on a holiday, he or she shall receive compensation at

54 the rate of one and one-half (1 ½) times his or her regular rate of pay for each hour worked
55 on such holiday in addition to regular holiday pay.

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57 15.6 If for any academic year during the term of this Agreement, the Governing Board of the
58 District determines that California Admission Day is to become a scheduled day of
59 instruction on the District's academic calendar, such holiday shall be converted to a
60 floating holiday for employees in the unit. An employee's utilization of such holiday must
61 create at least a three-day (3) weekend within the academic year in which the holiday
62 accrues; is subject to the employee providing his or her supervisor with not less than thirty
63 (30) calendar days' notice of the anticipated date of such holiday; and is subject to the
64 scheduling needs of the District. Any floating holiday must be used in the academic year
65 in which it accrues, and will not carry over into the next academic year. The floating holiday
66 shall be administrated in accordance with Section 15.4 through 15.6 above.

67 15.7