

ARTICLE 15 HOLIDAYS

Recognized Holidays. The following holidays shall be recognized and celebrated on the legal day within the state: New Year's Day, Martin Luther King Day, Memorial Day, July 4, Labor Day, Thanksgiving Day, and Christmas Day. Hours worked on these holidays will be paid at time and a half.

The Cultural Recognition Day. The Cultural Recognition Day is intended for benefit eligible employees to honor any day of personal significance or cultural or religious importance in the calendar year. This can be any day the employee chooses at the regular rate of pay including differentials, and is to be arranged following their typical department's process for requesting time off. The Culture Recognition Day must be used in each calendar year; it does not carry over.

Recognized Holidays. The following holidays shall be recognized and celebrated on the legal day within the state: ~~New Years Eve after 1500,~~ New Year's Day, Martin Luther King Jr. Day, Memorial Day, Juneteenth, July 4th, Labor Day, Thanksgiving Day, ~~and Christmas Eve after 1500~~ and Christmas Day. Hours worked on these holidays will be paid at time and half. ~~time-and-a-half, double the employee's regular hourly rate of pay plus differentials. All other employees are entitled to one (1) regular shift of pay for the holiday's listed above. All other employees are entitled to one (1) regular shift of pay for the holiday's listed above.~~

Any shift where the majority of hours are worked inside of the holiday, the entire shift will be paid as a holiday.

15.2 Cultural Recognition Day will be defined as a floating holiday, in addition to the listed Recognized Holidays in 15.1, to be used at the discretion of the employee.

The Cultural Recognition Day. The Cultural Recognition Day is intended for benefit eligible employees to honor any day of personal significance or cultural or religious importance in the calendar year. This can be any day the employee chooses, is paid based on the employee's shift length for that day at regular rate of pay including differentials, and is to be arranged following their typical department's process for requesting time off. The Cultural Recognition Day must be used in each calendar year; it does not carry over.

Tentative Agreement July 1, 2026

Jan [Signature] 7/1/26

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