ARTICLE 10

HOLIDAYS

10.1 Enumerated - Weekend Observance

10.1.1 The following are holidays with pay:

- New Year’s Day: January 1
- Martin Luther King Jr. Day: 3rd Monday in January
- Presidents Day: 3rd Monday in February
- Memorial Day: Last Monday in May
- Independence Day: July 4
- Labor Day: 1st Monday in September
- Veteran’s Day: November 11
- Thanksgiving Day: 4th Thursday in November
- Day after Thanksgiving: 4th Friday in November
- Christmas Day: December 25
- Two (2) Personal Holidays

10.1.2 In addition to those listed in 10.1.1 above, any day designated by proclamation of the President of the United States as a legal holiday, defined here as a one-time, non-recurring holiday.

10.1.2.1 If an employee is scheduled and is required by management to work on the one-time, nonrecurring holiday, the employee shall schedule an alternative day off with pay after consultation with the employee’s supervisor.

10.1.2.1 Article 10.2.2 below or Article 17.4.4, shall not apply to a one-time nonrecurring holiday.

10.1.3 If a holiday falls on a Saturday, it shall be observed on the preceding Friday. If a holiday falls on a Sunday, it shall be observed on the following Monday.