

## ARTICLE 8 – HOLIDAYS

- 8.1 The following days shall be recognized and observed as paid holidays:
- |                                    |  |
|------------------------------------|--|
| New Year's Day                     | (January 1st)  |
| Martin Luther King Jr.'s. Birthday | (3rd Monday in January)  |
| President's Day                    | (3rd Monday in February)   |
| Memorial Day                       | (Last Monday in May)   |
| <b>Juneteenth</b>                  | <b>June 19</b>   |
| Independence Day                   | (4th of July)  |
| Labor Day                          | (1st Monday in September)  |
| Veteran's Day                      | (November 11)  |
| Thanksgiving Day                   | (4th Thursday in November)   |
| Day after Thanksgiving             | <del>(4th Friday in November)</del> <b>(Friday immediately following Thanksgiving Day)</b> |
| Christmas Day                      | (December 25)  |

- 8.2 Any other day so designated as a one (1) time holiday by the Governor of the State of Washington or the President of the United States shall be recognized and observed as a one (1) time event. Should an additional perpetual, **federal**, holiday be declared, the parties agree to meet and negotiate the impact of the holiday on the bargaining unit.

If an employee is requested to work on the one-time, non-recurring holiday, they will receive the holiday pay at straight time plus PTO to be used at a later date for all hours actually worked on the one-time, non-recurring holiday.

8.3 **Eligibility and Pay:**

Employees shall be eligible for holiday pay under the following conditions:

8.3.1 The employee would have been scheduled to work on such a day if it had not been observed as a holiday unless the employee is on layoff.

8.3.2 The employee worked his/her last scheduled day prior to, and the first scheduled day after the holiday unless he/she is excused by the Employer or he/she is absent for any authorized paid leave.

8.3.3 If a holiday is observed on an employee's scheduled day off ~~or during his/her vacation or on paid sick leave, at the employee's option~~ **upon mutual agreement between the employee and employer**, he/she shall be paid for the un-worked holiday or be given the preceding or following workday off.

8.3.4 Eligible employees who perform no work on a holiday shall be paid their current hourly rate of pay times the number of hours in their regular workday.

8.3.4.1 Shift employees who are not scheduled to work a holiday shall receive their regularly scheduled hours of pay for that holiday.

8.3.5 Whenever a holiday shall fall on a Saturday, the preceding Friday shall be observed as the holiday. Whenever a holiday shall fall on a Sunday, the succeeding Monday shall be observed as the holiday. If a holiday falls on a Saturday or Sunday and is the employee's regularly scheduled workday, the holiday shall be observed the day upon which said holiday falls.

8.3.5.1 Holidays falling on a Saturday or Sunday shall be observed by shift employees on that Saturday or Sunday.

8.3.6 If an employee works on any of the holidays listed above, he/she shall be paid the following premium rate in addition to his/her holiday pay.

8.3.6.1 One and one-half (1½) times his/her regular rate of pay for all hours within his/her regular workday.

8.3.6.2 Two (2) times his/her regular rate of pay for all hours in excess of his/her regular workday.

**TENTATIVE AGREEMENT REACHED ON: 04/11/2022**

Natalie Hilderbrand  
Natalie Hilderbrand (Apr 13, 2022 12:39 PDT)

For the Union:



For the County:


# Tentative agreement - Economic Proposal #1 Holidays

Final Audit Report

2022-04-13

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