

Article

HOLIDAYS

Section 1. Graduate Student Workers (GSWs) shall not be required to work on the following paid holidays, except as provided below in Section 2.

A. The University observes the following days as holidays:

1. January 1 - 2 (New Year's Day)
2. Third Monday in January (MLK Day)
3. Third Monday in February (President's Day)
4. Last Friday in March (Cesar Chavez Day)
5. April 15 (Patriots' Day)
6. May 1 (May Day)
7. Last Monday in May (Memorial Day)
8. June 19 (Juneteenth)
9. July 4 (Independence Day)
10. First Monday in September (Labor Day)
11. Second Monday in October (Indigenous Peoples' Day)
12. Second Tuesday of November (Election Day)
13. November 11 (Veteran's Day)
14. Wednesday prior to Thanksgiving
15. Thanksgiving Day
16. Friday following Thanksgiving
17. December 24 - 31

B. Official holidays are those holidays as set forth annually in the campus calendar, which must include the holidays in Section 1.A. Any other holidays added by the university to the academic calendar will be holidays for the bargaining unit.

C. When a holiday falls on Sunday, the following Monday is observed; and when a holiday falls on a Saturday, the preceding Friday is observed.

D. GSWs may take their Birthday as a holiday - section C does not apply.

F. In addition to days listed in section 1.A, GSWs may annually celebrate one (1) new year of their choice - section C does apply.

G. Local, state, and federal election days that fall on days other than the second Tuesday of November are holidays. This includes but is not limited to primary elections, referendums, initiatives, recall elections, and general elections.

Section 2. GSWs may be required to work on holidays in reasonable exceptional or exigent circumstances. If GSWs are required to work on a holiday, the GSW shall be paid the overtime rate (see Article #: Compensation) or the GSW shall be granted additional vacation days equivalent to the number of holiday days forgone.

Section 3. The University recognizes that there are religious and cultural holidays that are not currently University holidays. The University shall not require GSWs to work on religious or cultural holidays that the GSW observes. GSWs shall make reasonable effort to provide notice about religious and cultural holidays in advance.

Section 4. Recesses shall be in accordance with the University and School calendars and shall be considered paid holidays.

Section 5. When the University is closed due to emergency circumstances GSWs are released.