6.05 HOLIDAYS

A. Holiday Schedule

All employees shall be granted time off with pay for the following holidays:

- January 1st (New Year's Day)
- Third Monday in January (Martin Luther King Jr.'s Birthday)
- Third Monday in February (President's Day)
- Last Monday in May (Memorial Day)
- June 19th (Juneteenth)
- July 4th (Independence Day)
- First Monday in September (Labor Day)
- Second Monday in October (Columbus Day)
- November 11th (Veteran's Day)
- Fourth Thursday in November (Thanksgiving Day)
- Fourth Friday in November (Day After Thanksgiving Day)
- December 25th (Christmas Day)

- Employees will be allowed reasonable time off with pay to attend religious services on Good Friday.

B. Observance

For full-time employees, not regularly scheduled to work on a Saturday, holidays celebrated on a Saturday will be observed on the previous Friday. For employees not regularly scheduled to work on a Sunday, holidays celebrated on a Sunday will be observed on the following Monday.

C. Rate of Holiday Paid Time Off

For full-time employees, paid holidays not worked are paid eight (8) hours at straight time. For other than full-time employees, paid holidays not worked are paid at straight time for the time the employee would have normally worked not to exceed eight (8) hours. Non-exempt employees required to work on the observance of a paid holiday will receive time-and-one-half wages for actual time worked in addition to straight-time holiday pay.

Those other than full-time employees are entitled to holiday pay only if the holiday is observed on a day that they are normally scheduled to work. Employees must be on active pay status both the regularly scheduled work day immediately before and immediately following the day the holiday is observed in order to receive holiday pay.