

ARTICLE VII - HOLIDAYS, HOLIDAY PREMIUM AND SHIFT DIFFERENTIALSection 1.

(a) There shall be seventeen (17) paid holidays for all full time employees. Of these, thirteen (13) regular holidays in Section 2 below shall be subject to the premium provisions of this Article, and the remaining four (4) days shall be granted as unscheduled holidays.

(b) An employee who wishes to use an unscheduled holiday to observe Veterans' Day or Election Day as a holiday shall file a request to do so prior to September 30, in accordance with college or university procedures. Approval shall not be unreasonably withheld. Approval shall be based on considerations of need for the employee's services. Special employee circumstances may be brought to the attention of the College Director of Human Resources, and shall be considered in any determination. If an employee is required to work on a Veterans' Day or Election Day, which he or she was previously authorized to observe as a holiday, the employee shall be compensated as for work on a scheduled holiday.

Section 2.

The thirteen (13) regular holidays shall be:

- New Year's Day
- Martin Luther King Jr.'s Birthday
- Lincoln's Birthday
- Washington's Birthday (also referred to as Presidents' Day)
- Memorial Day
- Independence Day
- Labor Day
- Columbus Day
- Thanksgiving Day
- Day after Thanksgiving Day
- Christmas Eve
- Christmas Day
- New Year's Eve

Section 3.

The University shall establish a holiday schedule consistent with the Agreement no later than July 30, each year for the following September 1 - August 31 year.