

ARTICLE XII
HOLIDAYS

12.1 During each year of this Agreement, eligible employees in the units shall receive the following holidays:

- Independence Day
- Labor Day
- Veteran's Day
- Thanksgiving Day
- Friday Following Thanksgiving
- Christmas Eve
- Christmas Day
- New Year's Eve
- New Year's Day
- Martin Luther King's Birthday
- Lincoln's Birthday
- Washington's Birthday
- Memorial Day
- Two (2) Floating Holidays (See Section 12.3)

12.2 Scheduling of any floating holiday shall be by mutual agreement between the employee and his/her supervisor, and the employee shall provide at least two weeks notice of the date desired for such floating holiday unless the employee and his/her supervisor mutually agree to waive such notice.

12.3 Employees must have attained permanent status to be eligible for floating holidays.

12.4 Seasonal and less-than-twelve (12)-month employees must be in paid status the day before or day after the scheduled holiday to be eligible for the paid holiday. For the December 25 and January 1 holidays the seasonal or less-than-twelve (12)-month employee must be in paid status for at least one (1) day in the months to be eligible for those two (2) holidays. If a seasonal or less-than-twelve (12)-month employee is in paid status on the last working day before the winter holiday break, the employee is eligible for pay for the entire holiday period including the non-cumulative vacation days as outlined in Section 13.5.