



Agenda Item No. (3)

To: Rules, Policy and Industrial Relations Committee/Committee of the Whole
Meeting of July 21, 2022

From: Denis J. Mulligan, General Manager

Subject: **APPROVE JUNETEENTH AS A DISTRICT PAID HOLIDAY FOR NON-REPRESENTED EMPLOYEES**

Recommendation

The Rules, Policy and Industrial Relations Committee recommends the Board of Directors approve the following actions for non-represented employees, effective January 1, 2023:

1. Approve the federal holiday of Juneteenth (June 19) as a District observed paid holiday;
2. Reduce the number of annual floating holidays from two days to one day per year; and,
3. Update applicable District policies accordingly.

This matter will be presented to the Board of Directors at its July 22, 2022, meeting for appropriate action.

Background

Full-time, non-represented District employees currently receive thirteen (13) paid holidays each year. Eleven (11) of these holidays are “fixed” days and two (2) are defined as “floating” holidays, which can be used at the employee’s discretion.

Current fixed holidays include:

- New Year’s Day (January 1)
- Martin Luther King, Jr. Birthday (third Monday in January)
- President’s Day (third Monday in February)
- Cesar Chavez Birthday (March 31)
- Memorial Day (last Monday in May)
- Independence Day (July 4)
- Labor Day (first Monday in September)
- Veterans’ Day (November 11)
- Thanksgiving Day (fourth Thursday in November)
- Day after Thanksgiving
- Christmas Day (December 25)

On June 17, 2021, President Joe Biden signed a bill recognizing Juneteenth, the celebration to commemorate the end of slavery in the U.S., as a federal holiday. It became the first new national holiday since the creation of Martin Luther King Jr. Day in 1983. Juneteenth celebrates the emancipation of the last enslaved Black Americans.

The holiday will fall on June 19 of each year unless it falls on a weekend. The Human Resources Guide provides that whenever a designated fixed holiday falls on a Saturday, time off with pay is provided on the preceding Friday and when the holiday falls on a Sunday, time off with pay is provided on the following Monday.

Holidays for represented employees are outlined in their respective collective bargaining agreements. The District is willing to meet with union officials to discuss similarly implementing this holiday for represented employees.

Fiscal Impact

There is no fiscal impact associated with this report, as the total number of holidays is unchanged at thirteen (13).