

**WAWU'S WHAT-IF PACKAGE PROPOSAL RE WORKLOAD, VACATION,
HOLIDAYS, LEAVES
4/17/24**

The Union reserves the right to withdraw this package proposal at any time, at its sole discretion and without penalty. If this package proposal is not accepted as written in its entirety and without modification as described below, this proposal will be declared to be void and non-existent and the Union will return to bargaining from its language proposed prior to this package proposal.

[Note: WAWU's proposal for a Vacation Article is withdrawn within this package.]

Article XX: Holidays

26.1 Holidays. The following holidays are observed by the University:

- A. New Years Day
- B. Martin Luther King, Jr. Day
- C. Presidents' Day
- D. Memorial Day
- E. Juneteenth
- F. Independence Day
- G. Labor Day
- H. Veterans' Day
- I. Thanksgiving Day
- J. Native American Heritage Day
- K. Christmas Day
- L. Any newly established University holidays

26.2 Holiday Observance. Holidays that fall on a Saturday will be observed on the preceding Friday. Holidays that fall on a Sunday will be observed on the following Monday.

26.3 Holiday Schedules and Holiday Pay. Hourly ESEs who are required to work on a day observed as a holiday will be compensated at one and one-half (1.5) times their regular hourly rate for all such hours. With approval of the supervisor, an ESE may be permitted to work additional hours during a holiday week to avoid a loss of paid hours.