

Proposal XX. Holidays

Section 1. ASEs shall not be required to work on the following University holidays which occur during the term of their appointment, except as provided in Section 4 of this Article.

Independence Day

Labor Day

Veterans Day

Thanksgiving Day

Native American Heritage Day

Christmas Day

Christmas Holiday*

New Year's Day

Martin Luther King Jr. Day

Memorial Day

Juneteenth

*in lieu of Presidents' Day

Any other WSU established holidays

These holidays will be observed on the date designated by the University for the University community.

Section 2.

ASEs employed 50% FTE (full time equivalent employees) shall be entitled to at least one personal holiday during a 12-month period. Personal holidays must be requested at least 1 week in advance and require that the ASE find an acceptable substitute for scheduled work activities, if any. Personal holidays must be requested through departmental guidelines, when applicable.

Section 3.

The University recognizes that there are religious holidays that are not currently WSU holidays. The University shall make every good faith effort to accommodate an ASE who wishes to observe other recognized religious holidays.

Section 4.

Any ASE required by the University to work on a University holiday may arrange with the appropriate supervisor for a mutually agreeable alternative within the same semester.