

**USA Proposal #02
Article 12 – Holidays
Presented 10/23/2024**

SECTION 1-6: No Change

SECTION 7.

~~Bargaining unit members ought to not be required to work on the two (2) work days prior to New Year's Day, and they shall be deemed holidays. The University will be closed the Wednesday before and Friday after Thanksgiving as well as all days between Christmas Eve and New Years Day, inclusive of December 24th through January 1st.~~ Anyone required to work these days shall be compensated in accordance with Article 12, §~~103~~.

~~It is understood that the parties will work toward closing for the other two (2) days between December 25 and January 1. If this is not accomplished by the end of this contract, these dates may be the subject of bargaining in a successor agreement. Departments will be encouraged to allow members wishing to use accrued time for the remainder of the week to approve said requests~~

SECTION 8-10: No Change

Rationale:

- *It is inefficient, both environmentally and economically, to keep the campus open during those weeks when there are no classes and minimal activity on campus because of the holidays.*
- *All employees, regardless of gender, race or class, should be granted time to spend with their families during the holidays.*