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**PROPOSAL FROM THE
PASADENA AREA COMMUNITY COLLEGE DISTRICT TO THE
PASADENA CITY COLLEGE CALIFORNIA FEDERATION OF TEACHERS, LOCAL 6525**

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July 20, 2023

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The collective bargaining proposal presented herein by the Pasadena Area Community College District to the Pasadena City College California Federation of Teachers, Local 6525 is expressly made pursuant to the Educational Employment Relations Act and the Collective Bargaining Contract between the parties.

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The following articles shall be deemed to remain unchanged in the Collective Bargaining Agreement except as set forth below:

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ARTICLE 12
HOLIDAYS

12.1 The following are Board-approved holidays:

New Year's Day* (plus one additional day)	Veteran's Day
Martin Luther King, Jr. Day	Thanksgiving Day
Lincoln's <u>BirthDayDay*</u>	The Day after Thanksgiving Day
Washington's <u>BirthDayDay</u>	Christmas Eve Day
Cesar Chavez Day	Christmas Day
Spring Vacation Day	Winter Break Day #1
Memorial Day	Winter Break Day #2
<u>Juneteenth</u>	
Independence Day	Winter Break Day #3
Labor Day	

* Alternative days may be observed

In addition, any days designated by the Board of Trustees as holidays in response to either state or nationally declared proclamation will be observed on a one-time basis only.

12.2 California Admission Day-September 9 "Floating Holiday". When the Official College Calendar designates the day normally used to observe Admission Day as a working day, employees who are scheduled to work on that date are allowed one additional "floating holiday." This additional holiday will be scheduled by the employee's supervisor according to the needs of the department and must be taken during the scheduled school year to create at least a three- (3) day weekend. A floating holiday cannot be carried over to another fiscal year.

12.3 Holiday Pay. Holidays are paid at the employee's regular rate of pay. Part-time monthly employees receive their pro rata share of holiday pay. Employees must be in paid status on the working day immediately before or after the holiday in order to receive holiday pay. Holidays paid but not worked are considered time worked for overtime purposes.

52 12.4 Holiday Worked. When a classified employee is required to work on any holiday, he/she
53 shall be paid compensation or shall receive compensatory time off at one and one-half
54 (1 ½) times his/her regular salary for such work in addition to the regular pay received for
55 the holiday.

56
57 12.5 Substitute Holiday. If a classified employee works a workweek other than Monday
58 through Friday and as a result loses a holiday to which he/she would otherwise be
59 entitled, the District will provide a substitute holiday of eight (8) hours for a one hundred
60 (100) percent assignment (prorated for part-time monthly assignments) or eight (8) hours
61 of compensation (prorated for part-time monthly assignments) to which the employee
62 would have been entitled had the holiday fallen within the employee's normal work
63 schedule. A substitute holiday must be used within twelve (12) months after the time was
64 earned.

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66 Signed and entered into this 20th day of July, 2023.

67
68 FOR THE DISTRICT

69 
70 Robert Blizinski (Jul 20, 2023 14:05 PDT)

71 Robert S. Blizinski,
72 Vice-President, Human Resources

73 

74 Brian Cummins,
75 Director, Human Resources
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FOR PCC-CFT, Local 6525


Julio Huerta (Jul 20, 2023 15:02 PDT)

Julio Huerta,
CFT President


Ahrien T. Johnson (Jul 20, 2023 21:10 PDT)

Ahrien T. Johnson,
Field Representative