

**COUNTER PROPOSAL
FROM THE
PASADENA AREA COMMUNITY COLLEGE DISTRICT
TO THE
PASADENA CITY COLLEGE POLICE OFFICERS ASSOCIATION**

November 4, 2025

The collective bargaining proposal presented herein by the Pasadena City College Police Officers to the Pasadena Area Community College District is expressly made pursuant to the Educational Employment Relations Act and the Collective Bargaining Contract between the parties.

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

**ARTICLE 15
HOLIDAYS**

15.1 Holidays for which employees covered by this Agreement may be eligible are:

New Year's Eve Day
New Year's Day
Martin Luther King Jr. Day
Lincoln Day
Washington Day
Cesar Chavez Day
Spring Vacation Day
Memorial Day
Juneteenth
Independence Day
Labor Day
California Admission Day
Veteran's Day
Thanksgiving Day
Friday after Thanksgiving
Christmas Eve Day
Christmas Day Three (3) Days Winter Holiday

15.2 Holidays shall be observed on the dates shown on the District's calendar as approved by the Board of Trustees.

15.3 When a holiday or alternative observance day falls outside the employee's scheduled workweek, the employee shall receive compensation in the amount equal to which the employee would have been paid for a normal work day.

[Note: POA REJECTS the District's 8/18/25 proposal and maintains its proposal to include explicit language referencing California Education Code 88206.]

District note (11/3): The District agrees to utilize the language in section 88206 for

situations where the holiday falls outside the employee's regular schedule. The "example" is deleted because it does not apply to the situation being addressed by 88206. The first part of this section was deleted because an employee working a holiday is addressed in 15.5 and does not need to be addressed twice.

- 15.4 All probationary and permanent employees who are part of the classified service shall be entitled to holiday pay if they are in a paid status during any portion of the workday immediately proceeding or following the holiday.
- 15.5 If an employee is required to work on a holiday, the employee shall receive compensation as set forth in Article 6.9.
- 15.6 In lieu of holiday pay or compensation for time worked on a holiday as provided herein, the employee and the District may agree to compensatory time off. Such compensatory time off shall be scheduled by the District according to District needs, and shall be granted by the District within twelve (12) calendar months following the date on which the holiday occurred, or if not granted within such period, shall be paid in the manner set forth above.
- 15.7 If for any academic year during the term of this Agreement, the Governing Board of the District determines that California Admission Day is to become a scheduled day of instruction on the District's academic calendar, such holiday shall be converted to a floating holiday for employees in the unit. An employee's utilization of such holiday must create at least a three-day (3) weekend within the academic year in which the holiday accrues; is subject to the employee providing his or her supervisor with not less than thirty (30) calendar days' notice of the anticipated date of such holiday; and is subject to the scheduling needs of the District. Any floating holiday must be used in the academic year in which it accrues, and will not carry over into the next academic year. The floating holiday shall be administered in accordance with Section 15.4 through 15.6 above.
- 15.8 For any holiday worked, in addition to compensation for hours worked at the applicable rate(s), unit members shall receive one substitute holiday equivalent to the number of holiday hours worked. The substitute holiday is not eligible for cash out, must be used within one year of the date it is received, and does not carry over. The unit member shall be permitted to request the substitute holiday if it is requested during the 12 month period. Denials of Sub-Holiday leave shall cause the amount of leave requested to be converted to Vacation and added to a unit member's accrued vacation bank, so long as the unit member has not reached the vacation accrual cap under Article 16.5, in which case the requested leave is retained in the Sub-Holiday bank.