

ARTICLE 9 - HOLIDAYS

(A) The City and the Association agree that the legal holidays shall be:

New Year's Day

Martin Luther King, Jr. Birthday Holiday

Presidents Day

Memorial Day

Independence Day

Labor Day

Nevada Day

Veteran's Day

Thanksgiving Day

Family Day – (Day after Thanksgiving)

Christmas Day

Employee's Birthday

(B) Any day that may be declared a legal national holiday by the President of the United States. Any day that may be declared a legal holiday by the Governor of the state of Nevada or the Mayor of the City of Las Vegas, unless the City is exempted from closing its operations to observe the holiday under State law.

(C) If any of the above holidays fall on Sunday, the following Monday shall be considered the legal holiday. If any of the above holidays fall on Saturday, the preceding Friday shall be considered as the legal holiday. Where departments have employees in positions that are manned on a continuous basis, such a department,

or sections thereof, may elect to observe Saturday or Sunday holidays on the Saturday or Sunday upon which the holiday occurs. Such election shall take place prior to the holiday and shall not conflict with any legally mandated service or law enforcement requirements. The election shall take place on or about August 1 of any year by the employees signing a petition addressed to the Department Head that they would like such a change. A simple majority of the affected employees signing the petition shall cause the change to be effective, which will then be in effect until reversed by a similar petition process. The reversal petition cannot become effective until after one (1) calendar year from the date of the first petition.

(D) All full-time employees who are in positions that are manned on a forty 40-hour week, Monday through Friday basis, shall be entitled to time off on such legal holidays with full pay for their normal work day. Employees who work or are called back to work on a holiday shall be paid for their normal workday, in addition to holiday overtime, at an hourly rate equal to one and one-half times their normal hourly rate, plus longevity, for all hours worked.

(E) Employees in positions which are manned on an extended work week (the Department, Section, or Division is open, or the work is scheduled more than forty (40) hours per week) or who work a schedule other than Monday through Friday shall, when scheduling permits, be entitled to time off on such legal holidays with full pay for their normal work day. Employees who work on a legal holiday as part of their regular work schedule shall receive holiday overtime for the holiday(s) on a time and one-half basis at their normal hourly rate, plus longevity, for all hours in addition to their regular full pay. Employees in positions which are manned on an

extended work week whose regularly scheduled day off falls on a legal holiday shall have the day off and shall receive holiday compensation for the number of hours in their normal work day at a rate equal to one and one half (1½) times their normal hourly rate, plus longevity, for such holiday. Any employee, when scheduling permits, may choose or be required by their supervisor to take an additional day off within the same pay period in lieu of the holiday compensation as long as the day is in conjunction with their regular day off or employee may be credited with equal time to their vacation balance to be used at a later time. This would also apply to employees on Alternate Work Schedules.

(F) All full-time employees, in order to be entitled to a legal holiday as provided, shall be on pay status on their scheduled workday immediately preceding and immediately following such holiday.

(G) Employees shall be credited with their Birthday Holiday at the beginning of the pay period in which their birthday occurs. Employees who use their Birthday Holiday on their birthday or on the day before or after their birthday (if their birthday falls on a regularly scheduled day off) shall not be denied their birthday off. The Birthday Holiday must be used within the following twelve (12) months of when the employee was credited with the holiday or the employee shall automatically be paid the equivalent amount for one full eight (8) hour shift at the employees' regular compensable rate of pay. Employees may choose to use their "Employee Birthday" holiday at some other time of the year. However, supervisors may limit the number of employees taking any particular day as their Birthday Holiday because of the needs of the City.

(H) Employees on an alternate work schedule (AWS) whose regular day off falls on a designated holiday may be given an additional day off with pay during the same period in lieu of any additional compensation. The additional day off shall be scheduled on either the day before or the day after the employee's regularly scheduled day off unless a different day is requested by the employee and agreed to by the appropriate supervisor.