

# Holidays

The College shall designate and observe certain days each year as holidays. All eligible employees will be given a day off with pay for each holiday as provided herein.

1. The President shall publish the schedule of holidays to be observed before January 1st each year for the next calendar year. The holiday schedule shall not exceed twelve (12) paid holidays per calendar year.
2. An eligible employee is a full-time employee who:
  - a. Is in pay status through the day on which the holiday is scheduled; or
  - b. On a leave of absence without pay but was in pay status for half or more of the workdays in the month.
3. The College recognizes that some eligible employees may wish to observe, as periods of worship or commemoration, certain days that are not included in the College's regular holiday schedule. In such cases, eligible employees may take other applicable leave for those reasons if it does not unduly disrupt the College's business and is approved by the employee's immediate supervisor.
4. The College retains the right to schedule work on a holiday for some or all eligible employees should it become necessary and critical to the College's operation. In such cases, the employee will be given the time-off at another time on an hour-for-hour basis unless the Fair Labor and Standards Act stipulates otherwise. For the purposes of this Policy, a holiday matches the operating hours of the College at the time the holiday occurs.
5. In the event the College must establish an alternative operational schedule, an alternative holiday schedule may be developed in keeping with the College's operational needs provided that all employees are given the same number of holidays and the holidays do not exceed twelve (12) days. The alternative holiday schedule must be approved by the President prior to any observed holidays.

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