

Union 12, SPPOA

Date Passed: 12/5/25

Solano County Counter Proposal 1 to Union Proposal #11 – 12/5/25

Time Passed: 2:25 pm

MOU Section 14 Holidays
Subsection 14.3.A Fixed Paid Holidays

TA: 12/5/25 @ 3:32 pm

14.3 Holidays

A. Fixed Paid Holidays Include:

New Year's Day	January 1
Martin Luther King's Birthday	3 rd Monday in January
Lincoln's Birthday	February 12
Washington's Birthday	3 rd Monday in February
Memorial Day	last Monday in May
<u>Juneteenth*</u>	<u>June 19th</u>
Independence Day	July 4
Labor Day	1 st Monday in September
Indigenous Peoples' Day	2 nd Monday in October
Veterans' Day	November 11
Thanksgiving	4 th Thursday in November
December 24th	(Christmas Eve) (half-day (1/2)
holiday (i.e., four hours) at the end of the	employee's shift)*
Day following Thanksgiving	Friday in November
Christmas	December 25
December 31st	(New Year's Eve) (half-day (1/2)
holiday (i.e., four hours) at the end of the	employee's shift)*

*Employees in the Juvenile Correctional Counselor series (entry, journey, senior) will not receive these fixed paid holidays.

In accordance with County code Section 2.01, the County's normal business hours are 8:00 a.m. to 5:00 p.m. As the normal workday is eight (8) hours and a normal meal period is one (1) hour, the County's anticipated meal period is from 12:00 to 1:00 which is unpaid. On these dates, employees who are scheduled to work, shall receive and shall use four (4) hours of holiday pay, and shall work the balance of their regularly scheduled work shift.

***Any changes to the County's observed holiday schedule is subject to agreement by all represented bargaining units.**

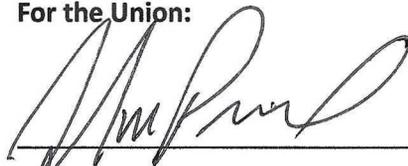
Tentative Agreement of: _____

For the County:



Burke Dunphy, Chief Spokesperson

For the Union:



John Pierce, Chief Spokesperson

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