

**ADDENDUM # 4
TO THE
2022-2025 AGREEMENT
BETWEEN
COUNTY OF SACRAMENTO
AND
AFSCME, LOCAL 146, AFL-CIO**

Revise Section 8.1 as follows:

**ARTICLE 8
HOLIDAYS**

8.1 HOLIDAYS

a. All regular employees shall be entitled to such holidays with pay as enumerated herein. All holidays proclaimed by the Governor, other than Thanksgiving Day, shall not be deemed County holidays unless affirmatively made so by resolution of the Board of Supervisors.

(1) Such holidays shall include:

<u>Holiday</u>	<u>Date</u>
New Year's Day	January 1
Martin Luther King's Birthday	Third Monday in January
Lincoln's Birthday	February 12
Washington's Birthday	Third Monday in February
Cesar Chavez Observance	March 31
Memorial Day	Last Monday in May
<u>Juneteenth</u>	<u>June 19</u>
Independence Day	July 4
Labor Day	First Monday in September
Columbus Day	Second Monday in October
Veteran's Day	November 11
Thanksgiving Day	Fourth Thursday in November
Day after Thanksgiving Day	Friday after Thanksgiving
Christmas Day	December 25

(2) When January 1, February 12, March 31, June 19, July 4, November 11, or December 25 holidays fall on Sunday, regular employees who work in a unit for which the normal work schedule does not include Saturday and Sunday shall be entitled to the Monday following as a holiday with pay.

(3) When January 1, February 12, March 31, June 19, July 4, November 11 or December 25 holidays fall on Saturday, regular employees who work in a unit for which the normal work schedule does not include Saturday and Sunday shall be entitled to the preceding Friday as a holiday with pay.

b. It is the intent of the parties that County employee shall take off from work the Fridays enumerated herein except where the needs of the service require otherwise.

c. Regular employees who work in a unit for which the normal work schedules include Saturdays, Sundays, and holidays shall be granted one (1) day off every four (4) weeks in lieu of prescribed holidays. Such time off shall be designated in the employee's regular work schedule. If not scheduled and taken every four (4) weeks, such time shall accrue at the rate of (4.36) hours each biweekly pay period up to a maximum of 104 hours. Cash shall be paid for such holiday-in-lieu hours accrued above the maximum 104-hour limit.

d. Except as provided in Subsection a. and Subsection c., regular employees required to work on a holiday shall receive overtime compensation in addition to holiday pay.

a. Regular employees whose weekly two (2) days off are other than Saturday and Sunday, and who are not covered by Subsection c., shall receive holiday time off the same as regular employees whose days off are Saturday and Sunday.

b. When an employee gives adequate advance notice, the County will make reasonable accommodations, by rescheduling working hours or releasing from work without pay, to allow the employee to observe the Sabbath or other special religious holidays, except under circumstances when such accommodations would unduly interfere with County operations. Such release time may be charged to vacation or compensating time off if requested by the employee.

c. All AFSCME employees, shall be scheduled off work at least one (1) of the following Major holidays each year. Thanksgiving Day, Christmas day, New Years Day. Any AFSCME employee who works evening or night shift may at the employees discretion, have the day preceding the holiday off in lieu of the actual holiday, provided that the employee requests the day off reasonably in advance.


~~h. Contingent upon agreement with all recognized employee organizations, the above holidays shall be modified to include a Juneteenth Holiday, with observance on June 19th. Should this change become effective, the biweekly HIL accrual in Section 8.1(c) would increase to 4.6 hours per pay period.~~

This Addendum shall become effective on December 18, 2022 and remain in full force and effect to and including June 30, 2025.

Date

American Federation of State, County and
Municipal Employees, Local 146, AFL-CIO:

County of Sacramento:



Wendy Pelletier, Business Agent



Karen Farrel, Labor Relations
Representative