

UC-AFT Unit 18 Successor Bargaining

Article 14 – Holidays

UC-AFT Proposal #1

(Countering UC Proposal #1, passed on 5/7/26 and revised via email on 5/15/26)

July 16, 2026

ARTICLE 14 HOLIDAYS

- A.** The University observes the following days as administrative holidays: New Year's Day
MLK Day - Third Monday in January
Presidents Day - Third Monday in February (or announced equivalent) ~~Cesar Chavez~~ **Farmworkers Day** - Last Friday in March (or announced equivalent)
Memorial Day - Last Monday in May
Juneteenth, - June **19 (or announced equivalent)**
Fourth of July
Labor Day
Veterans Day
Thanksgiving Day
Friday following Thanksgiving Day (or announced equivalent)
December 24 (or announced equivalent)
December 25 (or announced equivalent)
December 31 (or announced equivalent).

B. *With advance notice to the chair or equivalent, Unit 18 faculty shall have flexibility to make reasonable schedule adjustments or alternative arrangements to observe religious, cultural, spiritual, or community holidays or observances not included in the University holiday calendar. Such arrangements shall not result in loss of pay, adverse employment consequences, or unnecessary workload increases.*

B.C. Official during the appointee's period of service with the University. Periods of academic recess are not regarded as holidays.

C.D. Unless alternate days are designated by the University, when a holiday falls on a Sunday, the following Monday is observed; and when a holiday falls on a Saturday, the preceding Friday is observed.

C.D. Unit 18 faculty working at non-University locations shall observe the official holidays observed at those locations in lieu of the holidays listed above.

Formatting key:

Bold and/or color. Underlined. Italicized – New language added to the party's current counterproposal being passed

Bold, Underlined - New contract language passed in previous party's proposals