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RNPA Proposal 44, October 12, 2023

Section 9.9 - Usage of Paid Time Off on Holidays

- a) The following shall apply to all holidays listed below:
1. Holiday falls on regularly scheduled day to work and nurse does not work - **Nurse may opt to** charge maximum eight (8) hours PTO.
  2. Holiday falls on regularly scheduled day to work and nurse works - **Nurse may opt to** charge maximum eight (8) hours PTO and **be paid** pay time and one-half for all hours worked.
  3. Holiday falls on scheduled day off and nurse does not work - **Nurse may opt to charge maximum eight (8) hours PTO.**  
~~Nothing is charged as holidays are in PTO accrual rate.~~
  4. Holiday falls on scheduled day off and nurse works -- ~~No~~ **Nurse may opt to** charge to PTO Bank and **be paid** pay time and one-half for all hours worked.
  5. Half-time nurses who do not work the holiday may elect in advance to charge four (4) hours to PTO and the remainder to leave without pay.
- b) The following shall be observed as legal holidays:
1. January 1st
  2. Third Monday in January
  3. Third Monday in February
  4. March 31<sup>st</sup>
  5. Last Monday in May
  6. **Juneteenth**



7. July 4<sup>th</sup>
8. First Monday in September
9. Second Monday in October
10. Veteran's Day to be observed on the date State of California workers observe the holiday
11. Fourth Thursday in November (Thanksgiving Day)
12. The Friday following Thanksgiving Day (Day After Thanksgiving)
13. December 25<sup>th</sup>
14. Other such holidays as may be designated by the Board of Supervisors.

~~All previous informal time off practices are eliminated and unauthorized.~~

- c) Nurses shall enjoy the same number of holidays, regardless of variations in work weeks. For nurses who are assigned to positions which are not normally staffed on the weekends (Saturdays and Sundays, such as the clinics and Staff Development), holidays which fall on Sunday are observed on the following Monday and holidays which fall on Saturdays shall be observed on the preceding Friday. For employees who are assigned to positions which normally work on weekends (such as the Medical Units, ICU's, Institutional Units, etc.) the holiday shall be observed on the actual day listed in (b), supra.
- d) The employer will use its best efforts to rotate equitably holiday time off among coded nurses for each unit for Thanksgiving, Christmas, and New Year holidays.
- e) A nurse may elect in advance to receive compensatory time off credit in lieu of cash compensation.
- f) A nurse may elect in advance to use compensatory time off for a holiday in lieu of charging PTO.