

Tentative Agreement
Section 9.9 Usage of Paid Time Off on Holidays

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 -
- Charge maximum eight (8) hours PTO.
 2. Holiday falls on regularly scheduled day to work and nurse works -- Charge
maximum eight (8) hours PTO and pay time and one-half for all hours
worked.
 3. Holiday falls on scheduled day off and nurse does not work -- Nothing is
charged as holidays are in PTO accrual rate.
 4. Holiday falls on scheduled day off and nurse works -- No charge to PTO
Bank and 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 31st
 5. Last Monday in May
 6. Juneteenth, June 19th
 7. July 4th
 - ~~7~~8. First Monday in September
 - ~~8~~9. Second Monday in October
 - ~~9~~10. Veteran's Day to be observed on the date State of California workers
observe the holiday
 - ~~10~~11. Fourth Thursday in November (Thanksgiving Day)
 - ~~11~~12. The Friday following Thanksgiving Day (Day After Thanksgiving)
 - ~~12~~13. December 25th
 - ~~13~~14. Other such holidays as may be designated by the Board of Supervisors.

From: SCCo To RNPA 11/13/2023

This proposal includes all previous proposals unless specifically modified herein.

All Tas subject to ratification by the BOS.

New language is underlined.

Deleted language is struck through.

Current contract language is CCL.

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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.

FOR THE COUNTY

 1/18/2024

DATE:

C. Mahillon 1/18/2024

FOR RNPA

 RNPA PRESIDENT
1/11/24 

DATE:

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