A R T I C L E   3 3

HOLIDAYS

33.1   Faculty unit employees who are classified as "academic year" employees are entitled to all days designated in the campus academic calendar as academic holidays, or any other day designated by the Governor for a public fast or holiday. Such academic holidays shall not be compensable.

33.2   This Article shall not apply to a faculty unit employee whose classification indicates "Casual Employment Employee."

33.3   A faculty unit employee shall be entitled to a Personal Holiday, which may be taken on one (1) day during the calendar year. If the faculty unit employee fails to take the Personal Holiday before the end of the calendar year, the holiday shall be forfeited. CSU and CFA shall endeavor to inform a new faculty unit employee of their Personal Holiday. Scheduling of the Personal Holiday shall be by mutual agreement of the faculty unit employee and the appropriate administrator.

33.4   Provisions 33.5 – 33.11 of this Article shall apply only to ten (10) month and twelve (12) month faculty unit employees.

33.5   The following paid holidays, except as provided in provision 33.7, shall be observed on the day specified.

     a.   January 1

     b.   Third Monday in January (Martin Luther King Jr. Day)

     c.   March 31 (Cesar Chavez Day)

     d.   June 19 (Juneteenth)*

     e.   July 4

     f.   First Monday in September (Labor Day)

     g.   November 11 (Veterans' Day)

     h.   Thanksgiving Day

     i.   December 25

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* Juneteenth was added to the list of observed holidays in 2023.

j.   Any other day designated by the Governor for a public fast or holiday

33.6   The paid holidays listed in this provision shall be officially observed on the day specified unless they fall on a Saturday or Sunday, or are rescheduled by the President for observance on another day.

a.   Third Monday in February (Washington's Birthday)

b.   February 12 (Lincoln's Birthday)

c.   Last Monday in May (Memorial Day)

d.   Admission Day

e.   Second Monday in October (Columbus Day)

33.7   Any paid holiday listed in this Article that falls on a Saturday shall be observed on the preceding Friday. Any paid holiday listed in this Article that falls on a Sunday shall be observed on the following Monday.

33.8   A faculty unit employee in pay status on the day a paid holiday is officially observed shall be entitled to their normal pay for that day. An employee on a leave of absence without pay or other non-pay status on a day a holiday is officially observed shall not be entitled to the holiday.

33.9   If a paid holiday falls on a scheduled workday during the faculty unit employee's vacation or within a period of absence chargeable to sick leave, the faculty unit employee will not be charged sick leave or vacation time.

33.10   A faculty unit employee who is authorized to work and works on the day a holiday is observed is entitled to a maximum of eight (8) hours holiday compensating time off (CTO). This provision provides the only conditions under which an employee may be compensated by holiday CTO. Such earned holiday CTO shall be scheduled by mutual agreement of the faculty unit employee and the appropriate administrator.

33.11   If the first working day of a new faculty unit employee is preceded by a holiday, the faculty unit employee shall not be entitled to the holiday.