

2026 CITY OF SAN JOSE – AEA, AMSP, AND CAMP NEGOTIATIONS

CITY PROPOSAL #2B – HOUSEKEEPING – HOLIDAYS

City Proposed Language:

ARTICLE 8 LEAVES

8.1 Holidays

8.1.1 Except as hereinafter otherwise provided, each full-time employee who is on paid status before and after the holidays specified below shall be entitled to paid holiday leave on each of the following holidays as observed, and on no other day, during the term of this Agreement:

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|-------------------------------------|-------------------------|
| New Year's Day | Labor Day |
| Martin Luther King Day | Indigenous Peoples' Day |
| Lunar New Year | Veterans Day |
| President's Day | Thanksgiving Day |
| <u>Cesar Chavez-Farmworkers</u> Day | Day After Thanksgiving |
| Memorial Day | Christmas Eve Day |
| Juneteenth | Christmas Day |
| Independence Day | |

~~Effective calendar year 2024, Lunar New Year shall be observed in accordance with the State of California's holiday schedule, and New Year's Eve Day shall no longer be a City-observed holiday.~~