

IFPTE Local 21, Unit 16 (AMMPS)
2022 Contract Negotiations – Solano County
Union Proposal #27
Date Presented: 8/11/22

Subject: Compensatory Time Off (Transfer to RHS)

14. HOLIDAYS

14.1. Holidays Eligibility

- A. Only regular, probationary and limited term employees are eligible for paid holidays.
- A. An employee must work or be paid for all or part of both the employee's regularly scheduled workday before and after a holiday to be eligible for that holiday.
- C. An employee terminating employment for reasons other than paid County retirement may not use annual leave, sick leave or compensatory time on the day after a holiday if the last actual working day falls before the holiday. A holiday or floating holiday shall not be used as the date of termination in order to be paid for that day.
- D. Part-time employees shall receive paid holidays on the same basis as their basic workweek relates to 40 hours, regardless of work scheduled.
- E. A full time employee, whose regularly scheduled day off falls on a paid holiday, shall be entitled to eight (8) hours of compensatory time off. Such compensatory time off shall be scheduled at the discretion of the department head within one year from the day of the holiday. If the Department Head is unable to schedule sufficient time off during the fiscal year, the employees' accrual balance shall be reduced to eighty (80) hours at the beginning of the next fiscal year. Unused accrued CTO above the eighty (80) hours shall be transferred to the employee's Retirement Health Savings account at the employee's applicable straight time rate in effect on the last full pay period in the outgoing fiscal year.

For the Union:

For the County:

DATE:

DATE: