

Biola Community Services District

POLICY HANDBOOK

POLICY TITLE: Holidays

POLICY NUMBER: 2505

2505.1 This policy shall apply to all employees.

2505.2 The following days shall be recognized and observed as paid federal holidays.

- New Years Day
- Martin Luther King, Jr.'s Birthday
- President's Day
- Washington's Day*
- Caesar Chavez Day
- Memorial Day
- Juneteenth National Independence Day*
- Independence Day
- Labor Day
- Columbus Day*
- Veteran's Day
- Thanksgiving Day and the Friday immediately following Thanksgiving Day;
- Christmas Day

2505.3 All regular work shall be suspended and employees shall receive one-day's pay for each of the holidays listed above. An employee is eligible for any paid holiday if he/she works the day before and the day after said holiday. Eligibility is also granted if the employee was on vacation or had notified the General Manager and received permission to be absent from work on that specific day or days.

2505.4 Whenever a holiday falls on a Monday, the Friday prior to the holiday shall be observed as the holiday.

2505.5 When an employee is taking an authorized leave with pay when a holiday occurs, said holiday shall not be charged against said leave with pay.

2505.6 If any non-exempt employee works on any of the holidays listed above, he/she shall, in addition to his/her holiday pay, be paid for all hours worked at the rate of time and one-half (1 ½) his/her regular rate of pay, or as otherwise specified under Policy #2010, "Hours of Work and Overtime."

Amended on:

Board of Directors
October 17, 2024