

**ADDENDUM # 3
TO THE
2022-2025 AGREEMENT
BETWEEN
COUNTY OF SACRAMENTO
AND
STATIONARY ENGINEERS, LOCAL 39, AFL-CIO**

Revise Section 8.1 as follows:

**ARTICLE 8
HOLIDAYS**

8.1 HOLIDAYS

a. All regular employees shall be entitled to such holidays with pay as enumerated herein. All holidays proclaimed by the Governor, other than Thanksgiving Day, shall not be deemed County holidays unless affirmatively made so by resolution of the Board of Supervisors.

(1) Such holidays shall include:

- (a) January 1 - New Year's Day
- (b) Third Monday in January - Martin Luther King, Jr.'s Birthday observed
- (c) February 12 - Lincoln's Birthday
- (d) Third Monday in February - Washington's Birthday observed
- (e) March 31, Cesar Chavez Observance
- (f) Last Monday in May - Memorial Day
- (g) June 19-Juneteenth
- (h) July 4 - Independence Day
- (i) First Monday in September - Labor Day
- (j) Second Monday in October - Columbus Day
- (k) November 11 - Veterans' Day
- (l) Fourth Thursday in November - Thanksgiving Day

(m) Day after Thanksgiving

(n) December 25 - Christmas Day

(2) When January 1, February 12, March 31, June 19, July 4, November 11, or December 25 holidays fall on Sunday, regular employees who work in a unit for which the normal work schedule does not include Saturday and Sunday shall be entitled to the Monday following as a holiday with pay.

(3) When January 1, February 12, March 31, June 19, July 4, November 11, or December 25 holidays fall on Saturday, regular employees who work in a unit for which the normal work schedule does not include Saturday and Sunday shall be entitled to the preceding Friday as a holiday with pay.

b. Regular employees who work in a unit for which the normal work schedules include Saturdays, Sundays, and holidays shall be granted one (1) day off for every four (4) weeks in lieu of prescribed holidays. Such time off shall be designated in the employees' regular work schedules. If not scheduled and taken every four (4) weeks, such time shall accrue at the rate of (4.6) hours for each biweekly pay period. The appointing authority shall have complete and sole discretion to determine the date or dates on which the employees shall be required to take off all or part of accrued HIL time and the appointing authority shall have complete and sole discretion to assign such time off except as outlined below.

(1) The appointing authority will give the employees at least five (5) days' notice when scheduling HIL time.

(2) The appointing authority will not assign employees off on HIL time for more than ten (10) hours per pay period unless employees is taking a vacation of more than ten (10) hours, in which case the appointing authority can assign the employees off on HIL time instead of vacation time for as much time as the appointing authority deems necessary. It is not the intent of this section to cause employees who have reached their maximum vacation accrual to lose vacation when scheduling HIL time. The maximum accrual of HIL time for a twelve-month period is one-hundred and four (104) hours. Cash payment shall be made for HIL time in excess of one-hundred and four (104) hours.

c. Except as provided in Subsection b., regular employees required to work on a holiday shall receive overtime compensation in addition to holiday pay.

- d. Regular employees whose weekly two (2) days off are other than Saturday and Sunday, and who are not covered by Subsection b., shall receive holiday time off the same as regular employees whose days off are Saturday and Sunday.
- e. When employees give adequate advance notice, the County will make reasonable accommodations, by rescheduling working hours or releasing from work without pay, to allow the employees to observe the Sabbath or other special religious holidays, except under circumstances when such accommodations would unduly interfere with County operations. Such release time may be charged to vacation or compensating time off if requested by the employees.

This Addendum shall become effective on December 18, 2022 and remain in full force and effect to and including June 30, 2025.

12/18/2022
Date

Stationary Engineers, Local 39, AFL-CIO:




Bart Florence, Business Manager



Jeff Gladieux, President




Brandy Johnson,
Director of Public Employees



Chris Kalmar, Business Representative

County of Sacramento:



Karen Farrel, Labor Relations
Representative