

Proposal from SEIU 521 to Kern County

SEIU reserves the right to add, modify, and delete to the following proposal.

Winter Recess

A. The County establishes Winter Recess as the 3 weekdays between the Christmas Day and New Year's Day holidays identified in Section 5 of this Article. During the Winter Recess the County shall close operations to the public.

B. County departments may be limited from closing in their entirety during the Winter Recess. The determination for closure shall be made by each respective department head and may be subject to final approval by the Board of Supervisors. Notwithstanding, department heads and/or their designees will make all reasonable efforts to permit staff to observe the Winter Recess as paid time off.

C. If an employee is unable to observe Winter Recess in its entirety, he or she will be credited with paid time off in an amount equivalent to the hours worked during Winter Recess. Any credited alternate paid time off will be made available to use during each successive calendar year, and may be taken in the same manner as accrued vacation.

Deleted: Any unused alternate paid time off shall be forfeited as of December 31 of each successive calendar year

D. Employees covered by this Agreement must be in a paid status (i.e., not on an unpaid leave of absence, etc.) prior to December 23 in each year to be eligible for Winter Recess under this Section.

Deleted: E. No payment for unused Winter Recess hours shall be permitted. Winter Recess hours are not counted as hours worked for determining overtime or CTO eligibility.