

Article XX

Holidays ~~and Vacation~~

Section XX.1.

GEs shall not be required to work on the following ~~paid~~ holidays which occur during the term of their appointment:

1. January 1 (New Year's Day)
2. Third Monday in January (MLK Day)
3. Last Monday in May (Memorial Day)
4. June 19 (Juneteenth)
5. July 4 (Independence Day)
6. First Monday in September (Labor Day)
7. November 11 (Veterans Day)
8. Thursday - Friday of Thanksgiving Week
9. December 25 (Christmas)

Any other holidays added by the University to the academic calendar will be holidays for the bargaining unit.

Section XX.2. GEs will be afforded sufficient time on state and federal primary and general election days, including special elections, to allow them the opportunity to vote.

If a bargaining unit member permanently resides or votes in a state other than New Hampshire, they will be provided sufficient time on the date of the election to ensure the GE may participate in the voting process.

Section XX.3. GEs may only be required to work on holidays in exceptional or exigent circumstances. If GEs are required to work on a holiday, the GE shall choose an alternate day(s) off with the supervisor's approval within thirty (30) calendar days before or after the holiday, which shall not be unreasonably denied. This article does not preclude that GEs may have student obligations on days when they are not required to work. Except in exigent circumstances, supervisors should provide at least thirty (30) days notice to GEs who are required to work on a holiday.

Section XX.4. Religious and Cultural Holidays.

XX.4.1

The University recognizes that there are religious holidays that are not currently University holidays. GEs may request religious accommodation through the appropriate University office (currently, CREO) to observe religious holidays pertinent to the GE. Such requests shall not be unreasonably denied. GEs shall make reasonable effort to provide notice about religious holidays to their supervisor at least fourteen (14) days in advance of any ~~approved~~ dates on which they will be observing their sincerely held religious belief.

~~Section XX.5. GEs with academic year appointments shall have a right to forty-eight (48) hours twenty (20) business days of vacation time from expected GE duties. GEs appointed for less than an academic year appointment shall have time off on a prorated basis. There will be no reduction in pay or benefits for vacation time. Requests for vacation time shall not be unreasonably denied. GEs are encouraged to take vacation time during Winter break or Spring break.~~

~~Section XX.56. XX.4.2~~

The University recognizes that there are cultural holidays that are not currently University holidays. GEs may request time off to observe cultural holidays pertinent to the GE. Such requests shall not be unreasonably denied. GEs shall make reasonable effort to provide notice about cultural holidays to their supervisor at least ~~fourteen (14)~~ thirty (30) days in advance of any dates on which they will be observing their sincere cultural traditions.

XX.4.3 Time off for religious or cultural holidays may not necessarily result in a lessening of work expectations. GEs may use Personal Time to be alleviated of work responsibilities for a cultural holiday not otherwise recognized by UNH without loss of salary.

~~The following list contains examples of non-religious cultural holidays currently not recognized by the University as a University holiday. This list is not exhaustive.~~

- ~~1. Nowruz - Iranian or Persian New Year historically observed by Iranian peoples, but now celebrated by many ethnicities worldwide during the Northern Hemisphere spring equinox.~~
- ~~2. Saint-Jean Baptise Day - Provincial holiday of Quebec.~~
- ~~3. Imbole (also St. Brigid's Day) - Gaelic traditional festival on 1 February used to mark the beginning of Spring.~~
- ~~4. Indigenous/First Nations Powwows~~
- ~~5. Any number of national days/independence days for international students.~~