TENTATIVE AGREEMENT BETWEEN THE PASADENA AREA COMMUNITY COLLEGE DISTRICT AND THE PASADENA CITY COLLEGE CALIFORNIA FEDERATION OF TEACHERS (PCC-CFT) LOCAL 6525

September 3, 2026

This proposal is presented by the Pasadena Area Community College District ("District") to the Pasadena City College California Federation of Teachers ("PCC-CFT" or "Union"), pursuant to the Educational Employment Relations Act and the Collective Bargaining Agreement between the parties.

All other provisions of the Collective Bargaining Agreement shall remain unchanged except as set forth below:

Article 12
Holidays

12.1 The following are Board-approved holidays:

New Year's Day* (plus one additional day)
Martin Luther King, Jr. Day
Lincoln's Day*
Washington's Day
~~Cesar Chavez~~Farmworkers Day
Spring Vacation Day
Memorial Day
Juneteenth —
Independence Day
Labor Day
Veteran's Day
Thanksgiving Day
The Day after Thanksgiving Day
Christmas Eve Day
Christmas Day
Winter Break Day #1
Winter Break Day #2
Winter Break Day #3

* Alternative days may be observed

In addition, any days designated by the Board of Trustees as holidays in response to either state or nationally declared proclamation will be observed on a one-time basis only.

12.2 California Admission Day - September 9 "Floating Holiday". When the Official College Calendar designates the day normally used to observe California Admission Day as a working day, employees who are scheduled to work on that date are allowed one additional "floating holiday." This additional holiday will be scheduled by the employee's supervisor according to the needs of the department and must be taken during the scheduled school year to create at least a three-(3) day weekend. A floating holiday cannot be carried over to another fiscal year.

12.3 Holiday Pay. Holidays are paid at the employee's regular rate of pay. Part-time monthly

employees receive their pro rata share of holiday pay. Employees must be in paid status on the working day immediately before or after the holiday in order to receive holiday pay. Holidays paid but not worked are considered time worked for overtime purposes.

12.4 Holiday Worked. When a classified employee is required to work on any holiday, ~~he/she~~they shall be paid compensation or shall receive compensatory time off at one and one-half (1 ½) times his/her regular salary for such work in addition to the regular pay received for the holiday.

12.5 Substitute Holiday. If a classified employee works a workweek other than Monday through Friday and as a result loses a holiday to which they~~he/she~~ would otherwise be entitled, the District ~~will~~ shall provide ~~a~~ either:

1. A substitute holiday of eight (8) hours for a one hundred (100%) percent assignment, ~~(~~prorated for part-time monthly assignments~~);~~ or
2. E~~e~~ight (8) hours of compensation, ~~(~~prorated for part-time monthly assignments.~~)~~

The substitute holiday or compensation shall reflect the benefit the employee would have received had the holiday fallen within the employee's normal work schedule. ~~to which the employee would have been entitled had the holiday fallen within the employee's normal work schedule.~~

A substitute holiday must be used within twelve (12) months after the time was earned.

FOR THE COLLEGE DISTRICT	FOR THE UNION
Robert S. Blizinski Assistant Superintendent/V.P. Human Resources	Anna Davis President, PCC-CFT Local 6525
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