

ARTICLE 19 HOLIDAYS

TA - [Signature]

12/16/2025

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All employees will receive the following paid holidays if included in their work year: New Year's Day, Memorial Day, Independence Day, Labor Day, Thanksgiving and the day after Thanksgiving, the day before Christmas and Christmas Day. An employee on unpaid status either the workday before or after a holiday shall not receive holiday pay.

~~Holidays Falling on Weekend~~— If any of the above holidays fall on Sunday, the following Monday shall be considered the legal holiday. When any of the above holidays fall on Saturday, the Friday immediately preceding the holiday shall be considered to be the holiday.