

The District approached ACE requesting a change in the language to the 2006-2009 contract in reference to Holidays. The District wants to recognize the Martin Luther King Holiday. They are requesting that we change our contract and exchange the Spring Vacation Day that we currently have as a Holiday with the Martin Luther King Holiday. In response to this request your negotiators also requested that due to the change in the school calendars that ACE members be informed in writing of any layoffs by May 20th, instead of the current language of June 1st.

These changes will take effect on July 1, 2006, IF ratified by the membership. If the membership does not accept these changes your contract will remain the same. Due to these changes ACE has agreed that the District will not send out work calendars to the ACE membership until May 18th. This is after the ballot count and the District will know which day to annotate on the ACE work calendar as a holiday.

PROS and CONS of the changed Language:

HOLIDAY CHANGE:

PRO: ACE will be recognizing a very important Holiday. An important fact to remember is that the Martin Luther King holiday should be viewed much more than a three day weekend, rather it is recognition and remembrance of a great American who strongly advanced human rights. The spring break day can still be taken as a non-work day on your work calendar. There is no financial impact for members on this change. TOTEM members have this as a holiday and ACE members will be out the same day as their co-workers, or in the case of supervisors they will not be working while their support staff is off.

CON: By switching holidays it would be a long time between Presidents Day and Memorial Day without a three-day weekend, also that a day off in March may have more appeal than another January holiday. Many plan their vacations around the spring break and you will now have to mutually agree with supervisors on your work calendars to have the day as a non-work day.

LAYOFF NOTICE CHANGE:

PRO: With the change in the new school year members will be notified of layoffs before the end of the school year instead of after school is out, with the current June 1 date. This date is still after the regular legislative session and the District should be aware of the actual funding they will be receiving through the State and the Feds.

CON: This only gives members about two weeks notice and some members may have completed their calendar year by the May 15th date, although this would still be true with the June 1 date.

Actual changes on the back.

Bold and underlined language is new language, deleted language is line through.

705 HOLIDAYS

The following District holidays shall be observed by employees as non-paid days:

Independence Day	Day Before New Year's
Labor Day	New Year's Day
Thanksgiving Day	<u>Martin Luther King Day</u>
Day after Thanksgiving	Fur Rendezvous or President's Day
Day before Christmas	Spring Vacation Day
Christmas Day	Memorial Day

When a recognized holiday falls on a Saturday, the preceding Friday shall be considered a District holiday. If the holiday falls on Sunday, the following Monday shall be considered a District holiday.

An employee who is in a pay status on the workdays immediately preceding and following a designated holiday and who is required to work on that day shall receive double pay.

514 LAYOFF PROCEDURES

- A. (Unchanged)
- B. An employee whose position is to be eliminated for the following fiscal year due to budget restrictions, reorganization, and/or position redefinition will be notified in writing on or before the preceding ~~June 1~~ **May 20** of such impending action. In the absence of such timely notification, the employee will receive in the following fiscal year the full annual salary and per diem rate he/she would have received had the position not been eliminated.
- C. (Unchanged)
- D. (Unchanged)