

300 PERSONNEL, continued

307 Holidays

The ESD will observe the following holidays in accordance with RCW 1.16.050:

New Year's Day (January 1)
Martin Luther King's Birthday (third Monday in January)
Presidents' Day (third Monday in February)
Memorial Day (last Monday in May)
Independence Day (July 4)
Labor Day (first Monday in September)
Veteran's Day (November 11)
Thanksgiving Day (fourth Thursday in November)
Day After Thanksgiving
Day Before Christmas (December 24)
Christmas Day (December 25)

In addition to the above, the day after Christmas shall be observed as a holiday as provided in R307.1b.

300 PERSONNEL, continued

- 307 Holidays, continued
- R307.1 General Provisions
- R307.1a Should one of the holidays fall on a Saturday, the Friday immediately preceding that Saturday will be allowed as a holiday; should one of the holidays listed fall on a Sunday, the Monday immediately following that Sunday will be allowed as a holiday.
- R307.1b Should the Day After Christmas fall on a Saturday or Sunday, no compensatory time for that day will be given.
- R307.1c Time off for holidays shall not be counted against sick leave or annual vacation time of any employee.
- R307.1d All full-time employees in positions not requiring certification will be paid for the holidays observed under section 307.
- R307.1e Employees in positions not requiring certification who work less than full time will be paid only for those holidays which fall on days that they would normally work. Compensation shall be based on the number of hours the employee is normally scheduled to work on that day of the week, not to exceed eight (8) hours.
- R307.1f Employees terminating their employment voluntarily will be eligible for holiday pay if they work or are on sick leave the working day immediately preceding the holiday and work the working day immediately following the holiday (see R303.1d).