



Name: Juneteenth Holiday Policy
Category: Employment, Benefits and Workplace
Subject: State Holidays
Owner: Vice President for Human Resources and Equity, Diversity & Inclusion
Related Procedures: None
Related Forms: None

I. SCOPE

This policy amendment applies to all regular full-time and temporary full-time greater than nine months employees

II. POLICY STATEMENT

The College will recognize June 19th, known as Juneteenth, as a permanent (non-floating) holiday for all regular full-time and temporary full-time greater than nine months employees.

III. POLICY

This policy amendment adds Juneteenth to the list of approved holidays in Section 6.03 of the personnel policy manual. See attached Exhibit A.

IV. EFFECTIVE DATE(S)

This policy is effective upon signature.

V. FREQUENCY OF REVIEW AND UPDATE

This policy will be reviewed and updated as needed.

VI. SIGNATURE AND DATE OF APPROVAL

This policy amendment is a non-substantive revision that is required to comply with the recent enactment of House Bill 119 of the 151st General Assembly.

A handwritten signature in blue ink that reads "Mark T. Brainard".

Mark T. Brainard, President

11/23/2021
Date

Exhibit A

6.03 Holidays

Regular, full-time employees have the following paid holidays:

- New Year's Day
- Martin Luther King, Jr., Day
- Good Friday
- Memorial Day
- June 19, known as Juneteenth
- Independence Day
- Labor Day
- General Election Day
- Return Day (after 12:00 noon for employees living or working in Sussex County)
- Veterans Day
- Thanksgiving Day
- Day after Thanksgiving
- Christmas Day
- Two Floating Holidays
- Any additional holidays so proclaimed by executive decree (Presidential and/or Gubernatorial) and approved by the President of the College