



*University Staff (Dade County Police Benevolent Association  
Law Enforcement Bargaining Unit (PBA))*

SUBJECT (R*)	EFFECTIVE DATE (R*)	POLICY NUMBER (O*)
HOLIDAYS (PBA)	June 21, 2011	1740.125

**POLICY STATEMENT (R\*)**

The University observes eleven (11) paid holidays a year that allow the University to close offices and discontinue operations that will not affect the academic calendar or those services necessary to the University community and to the public.

The approved Holidays are:

- New Year's Day
- Martin Luther King, Jr. Day
- Memorial Day
- Independence Day
- Labor Day
- Veteran's Day
- Thanksgiving Day
- Friday after Thanksgiving
- Christmas Day
- Two Winter Break Days

Holidays falling on Saturday are observed the preceding Friday. Holidays falling on Sunday are observed on the following Monday.

Any employee who is in non-pay status for the entire day before a holiday shall not be eligible to receive payment for the holiday.

Workloads, emergency conditions, or certain critical staff may be required to work on a holiday.

The University President will designate two days towards a Winter Break between the end of the fall semester and the beginning of the spring semester of each year. The two days will be designated based on University needs and schedules. Eligible employees who are required to work during the Winter Break will be granted the same number of days as those of the approved Winter Break to be taken before June 30<sup>th</sup> of that fiscal year.

**REASON FOR POLICY (O\*)**

To establish holidays observed by the University.

**HISTORY (R\*)**

Adopted: March 7, 2005; Readopted: November 14, 2008, June 21, 2011.

**RESPONSIBLE UNIVERSITY DIVISION/DEPARTMENT (R\*)**

Division of Human Resources  
Florida International University

**RESPONSIBLE ADMINISTRATIVE OVERSIGHT (R\*)**

Payroll & Employee Records  
Division of Human Resources  
11200 S.W. Eighth Street – PC 220  
Miami, Florida 33199  
Telephone: (305) 348-2181

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**\*R = Required \*O = Optional**