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HOLIDAYS

Section 1. GWs shall not be required to work on the following holidays which occur during the term of their appointment, except as provided in Section 4 of this Article.

- New Year's Eve
- New Year's Day
- Martin Luther King, Jr. Day
- Presidents' Day
- Patriots' Day
- Memorial Day
- Juneteenth
- Independence Day
- Labor Day
- Election Day
- Veterans' Day
- Thanksgiving Holiday (close at noon)
- Thanksgiving Day
- Day after Thanksgiving Day
- Native American Heritage Day
- Christmas Eve & Day (Winter Holiday)
- December 26- December 30 (Institutional Paid Personal Holidays)
- Any other WPI established holidays and mental health days

Section 2. The University recognizes that there are religious and/or cultural holidays that are not currently University holidays. The University shall accommodate a GW who wishes to observe recognized religious and/or cultural holidays.

Section 3. During a designated holiday, GWs may be required to conduct work (including but not limited to laboratory work, teaching a section, or grading of assignments). If it is necessary for a GW to work on a designated holiday or recess, the GW shall choose an alternate day(s) off with the supervisor's approval, which approval shall not be unreasonably denied. If the supervisor fails to approve an alternate day off, the GW shall be paid according to their hourly wage or an hourly wage prorated from their salary pay for the holiday worked.

Section 4. Supervisors shall not expect work or contact GWs with the expectation of work or assigning tasks during a GW's holiday. GWs are not expected to respond while observing a holiday. Any expectations, suggestions, or considerations of work through any mode of contact will be considered as a GW working on a holiday and subject to Section 3 of this article.