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**TENTATIVE AGREEMENT  
BETWEEN THE EL CAMINO COMMUNITY COLLEGE DISTRICT  
AND THE EL CAMINO COLLEGE FEDERATION OF TEACHERS,  
LOCAL 1388, AFT, AFL~CIO  
March 21, 2025**

15 This Tentative Agreement between the El Camino Community College District and the El Camino  
16 College Federation Of Teachers, Local 1388, AFT, AFL~CIO ("Federation"), is made expressly  
17 pursuant to the Educational Employment Relations Act and the current Collective Bargaining  
18 Agreement between the parties. The following article shall be deemed to remain unchanged in  
19 the Collective Bargaining Agreement except as set forth below:  
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**ARTICLE 15 - HOLIDAYS**

28 The District will observe the following holidays without loss of pay to faculty employed  
29 on the fiscal year schedule:

30 New Year's Day	Day after Thanksgiving
31 Labor Day	Memorial Day
32 Dr. Martin Luther King Day	Christmas
33 Day	
34 Veterans Day	Independence Day
35 Lincoln Day	Cesar Chavez Day
36 Thanksgiving Day	Juneteenth
37 Presidents' Day	<b><u>Indigenous Peoples' Native</u></b>
	<b><u>American</u></b> Day

38 If a holiday listed above falls on a Sunday, the following Monday shall be observed as the  
39 holiday; similarly, if a holiday listed above falls on a Saturday, the preceding Friday shall  
40 be observed as the holiday. If Independence Day falls on Friday or Saturday, the  
41 preceding Thursday shall be observed.  
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43 Signed and entered into this 24th day of March 2025.

FOR THE DISTRICT

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*Jane Mijashiro*  
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FOR THE FEDERATION

*Laura C. Saldivar*  
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