

EXHIBIT A

**DEPARTMENT OF HUMAN RESOURCES
255 Main Street, 3rd Floor
GOSHEN, NEW YORK 10924**

HOLIDAY SCHEDULE 2020

- New Year's Day – January 1, Wednesday
- Martin Luther King, Jr.'s Birthday - January 20, Monday
- Lincoln's Birthday – February 12, Wednesday
- Washington's Birthday - February 17, Monday
- Memorial Day - May 25, Monday
- Independence Day - July 4, Saturday; observed July 3, Friday
- Labor Day – September 7, Monday
- Columbus Day - October 12, Monday
- Election Day - November 3, Tuesday
- Veteran's Day - November 11, Wednesday
- Thanksgiving Day - November 26, Thursday
- Half-Day Before Christmas - December 24, Thursday
- Christmas Day - December 25, Friday
- Half-Day Before New Year's - December 31, Thursday

Departments will grant another day off if employees are required to work on any of the above holidays due to the nature of the department's operations.

Overtime pay at time-and-one-half, plus another day off is required for work performed on the following dates:

January 1, 2020	Wednesday
May 25, 2020	Monday
July 4, 2020	Saturday
September 7, 2020	Monday
November 26, 2020	Thursday
December 25, 2020	Friday

Employees at the Orange County Community College will observe holidays in accordance with the college calendar. Compensation for holiday work at the College will be determined in accordance with the specific provisions of the agreement applicable to the College.

Employees represented by SOA, DSPBA, COBA, and DAIA will observe holidays consistent with their collective bargaining agreement. Compensation for holiday work will be determined in accordance with the specific provisions of the agreements applicable to each union.

AN EQUAL OPPORTUNITY EMPLOYER M/F