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ARTICLE 24: UNPAID HOLIDAYS FOR A REASON OF FAITH OR CONSCIENCE

Unpaid time off will be granted for a reason of faith or conscience for up to two (2) workdays per calendar year as provided below.

A. Unpaid time off will be granted for up to two (2) workdays per calendar year for a reason of faith or conscience or an organized activity conducted under the auspices of a religious denomination, church or religious organization. Unpaid time off may only be denied if the employee's absence would impose an undue hardship on the Employer as defined by Chapter 82-56 WAC or the employee is necessary to maintain public safety.
B. The Employer will allow an employee to use compensatory time, personal holiday or vacation time off in lieu of unpaid time off. All requests to use compensatory time, personal holiday or vacation time off ~~requests~~ must indicate the time off is being used in lieu of unpaid time off for a reason of faith or conscience. An employee's personal holiday must be used in full workday increments.
C. An employee's seniority date, probationary period or trial service period will not be affected by unpaid time off taken for a reason of faith or conscience.
D. Employees will only be required to identify that the request for unpaid time off is for a reason of faith or conscience or an organized activity conducted under the auspices of a religious denomination, church, or religious organization.

Tentatively Agreed To:

For the Union: Signed by: Becky K. Stephens 530E07D4212E4C6...
Date: 9/10/2026

For the Employer: DocuSigned by: Catherine Scheid 9BED1964C6434D0...
Date: 9/10/2026