

SOUTHWESTERN

LAW SCHOOL Los Angeles, CA

Floating Holidays Policy

Administrative policy approved June 8, 2022. Effective immediately.

Revision history: Revised March 1, 2023 to add part-time employees; revised February 21, 2024 to address Southwestern employment anniversaries; revised to September 2024 to address heritage celebrations.

Related policies: Religious and Cultural Observances Policy; Religious Accommodation Policy for Employees and Job Applicants

Scheduled Review Date: June 2025 (Office of the President and Dean and Administrative Services Office)

A. Floating Holidays

Non-faculty full-time and part-time employees may take up to two floating holidays each year. For full-time employees, these floating holidays are in addition to Southwestern Law School's regular paid holidays. For part-time employees, the floating holiday must fall on a regularly scheduled workday.

An employee who commences employment on or before June 30 may take up to two floating holidays each year; an employee hired after June 30 may take one floating holiday.

B. Approved Use

An employee may use a floating holiday only for the reasons listed below, with appropriate advance notice to and approval by their supervisor:

- a religious holiday or observance (e.g., Yom Kippur, Diwali, Eid al-Fitr, Epiphany, Good Friday);
- a cultural holiday or observance (e.g., Chinese/Lunar New Year, St. Patrick's Day, Armenian Genocide Remembrance Day);
- a heritage celebration (e.g., Asian American and Pacific Islander Heritage Month, National Hispanic Heritage Month, Native American Heritage Month);
- any [federal](#) or [California state](#) holiday during which Southwestern remains open (e.g., Cesar Chavez Day, Washington's Birthday);

- the employee’s Southwestern employment anniversary; or
- the employee’s birthday.

Except for the birthday and Southwestern employment anniversary categories, an employee must use the floating holiday on the actual day of the holiday or observance. If the holiday, such as Lunar New Year, or the heritage celebration, such as National Hispanic Heritage Month, spans multiple days, the employee may pick a specific day within the holiday or heritage celebration that holds personal significance to observe the holiday or culturally significant time.

For a birthday or Southwestern employment anniversary, an employee may use a floating holiday within five business days of the actual birthday or Southwestern employment anniversary. In addition, if the birthday or Southwestern employment anniversary falls during Southwestern’s winter break, the employee may take the holiday within two business days of the start or end of the break. For example, if winter break runs from December 17 through January 1, and the employee’s birthday or Southwestern employment anniversary is December 21, the employee may take the floating holiday between December 15–16 or January 2–3.

C. Blackout Days and Undue Burden

Absent extraordinary circumstances as determined by the President and Dean or Chief Operating Officer, an employee may not use a floating holiday during the following days or periods:

- On the first day of the traditional semester (August/January); or
- During any site visit by an accreditor.

Southwestern also reserves the right to deny other requests if they would cause an undue burden on the academic program, departmental operations, or general school operations (e.g., final examination administration, deadline for the ABA annual questionnaire, granting the request would mean that all employees in the office are out on a particular day, etc.).

Individuals with religious-related work restrictions should use the school’s religious accommodation process.

D. Request and Approval

To request permission to use a floating holiday, an employee must email their supervisor and copy hr@swlaw.edu with at least five business days’ notice.

The employee’s request must state they are seeking a floating holiday and must specify the exact date requested, the event, and the actual date of the event (e.g., Yom Kippur or the employee’s Southwestern work anniversary). Except as explained in Section B for birthdays and Southwestern employment anniversaries, the event date and the requested day off should match.

Once approved by the supervisor via email, the employee must then request the day off through the Infinity system.

If the supervisor denies the request for a floating holiday, the employee may appeal to the Chief Operating Officer, whose decision will be final.

E. No Carry Over, Cash Value, or Pay Out

Floating holidays will not be carried over to the next calendar year, nor may they be paid upon termination of or separation from employment or cashed out if not taken.

F. Additional Issues or Questions

Please refer any issues or questions about floating holidays to hr@swlaw.edu.

G. Policy Revisions

Southwestern reserves the right to change or modify any aspect of this policy at any time, with or without prior notice.