



Representing Postal Workers for Over 100 Years

San Antonio Alamo Area Local #195
American Postal Workers Union, AFL-CIO

NEWSFLASH

PLEASE POST

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Independence Day Holiday

July 4, 2025



Freedom has its life in the hearts, the actions, the spirit of men and so it must be daily earned and refreshed else like a flower cut from its life-giving roots, it will wither and die. - Dwight D. Eisenhower

Postal Holiday Scheduling

July 4th is the Independence Day Holiday; it is the sixth (6) holiday of eleven (11) paid holidays for full-time regulars. It is one of the six paid holidays for Postal Support Employee's (PSEs).

This year Independence Day Holiday falls on a Friday, therefore:

- ***Employees with Friday as their normal workday will observe the holiday on Friday.***
- ***Employees with Friday as their scheduled off day will observe Thursday as their holiday.***
- ***Those employees with Thursday/Friday as their scheduled off days will observe Wednesday as their holiday***

Article 11, Section 2. Eligibility

To be eligible for holiday pay, an employee must be in a pay status the last hour or the employee's scheduled workday prior to or the first hour of the employee's scheduled workday after the holiday.

Section 3. Payment

An employee shall receive holiday pay at the employee's base hourly straight-time rate for a number of hours equal to the employee's regular daily working schedule not to exceed eight (8) hours.

Section 6.C. Schedule

An employee scheduled to work on a holiday who does not work shall not receive holiday pay, unless such absence is based on an extreme emergency situation and is excused by the Employer.

JCIM - UNTIMELY POSTING - If the holiday schedule, is not posted by the Tuesday preceding the service week in which the holiday falls, a full-time employee that works his/her holiday or designated holiday will receive holiday scheduling premium for each hour of work, up to eight (8) hours, regardless of whether the employee volunteered to work. **NOTE: The Holiday Schedule must be posted on Tuesday, June 24, 2025.**

If you have any questions as to whether the holiday is being properly scheduled ask to see your steward as soon as possible or call the Union Office at 210-271-0853.