



University of Pittsburgh Staff Council

**Resolution to Advocate for the University of Pittsburgh’s
Recognition of Juneteenth as a Paid Vacation Day for Employees**

Staff Council

Angela Coldren, President
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Whereas on June 19, 1865, General Order No. 3 was read to the people of Galveston, Texas, stating: “[I]n accordance with a proclamation from the Executive of the United States, all slaves are free. This involves an absolute equality of personal rights and rights of property between former masters and slaves, and the connection heretofore existing between them becomes that between employer and hired labor. The freedmen are advised to remain quietly at their present homes and work for wages. They are informed that they will not be allowed to collect at military posts and that they will not be supported in idleness either there or elsewhere.” (*General Orders, No. 3. U.S. House, 54th Congress, 1st Session (H. Doc. 369, Part 2). “General Order Number 3,” 1896. U.S. Documents Collection. Y 1.1/2: SERIAL 3437*);

Whereas African Americans in Texas named Emancipation Day Juneteenth and celebrated every year, spreading across the country in African American communities;

Whereas the President of the United States of America signed the Juneteenth National Independence Day Act on June 17, 2021;

Whereas this designation makes Juneteenth a legal public holiday;

Whereas a legal public holiday is a federally recognized day during which federal offices, along with others, are typically closed and employees receive pay;

Whereas the U.S. government currently recognizes 12 federal holidays (11 annually and Inauguration Day every four years), those annually acknowledged being: New Year’s Day, Birthday of Martin Luther King, Jr., Washington’s Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans Day, Thanksgiving Day, and Christmas Day;

Whereas the University of Pittsburgh grants regular full-time staff members are granted 10 paid holidays each year (as follows) and observes seven of the 11 annual federal holidays, with the exception of Columbus Day, Washington’s Birthday, and Veterans Day;

University of Pittsburgh (OHR) <i>10 days</i>	Legal Public Holidays - 5 U.S. Code § 6103 - Holidays <i>11 days</i>
New Year’s Day	New Year’s Day, January 1
Martin Luther King Day	Birthday of Martin Luther King, Jr., the third Monday in January
<i>Washington’s Birthday not observed</i>	Washington’s Birthday, the third Monday in February
Spring Holiday - University’s observance of Spring Holiday (University Closed)	---
Memorial Day	Memorial Day, the last Monday in May
<i>Juneteenth not currently observed</i>	Juneteenth National Independence Day, June 19
Independence Day	Independence Day, July 4
Labor Day	Labor Day, the first Monday in September
<i>Columbus Day not observed, Indigenous People’s Day celebrated (University Open)</i>	Columbus Day, the second Monday in October
<i>Veterans Day celebrated (University open)</i>	Veterans Day, November 11
Thanksgiving	Thanksgiving Day, the fourth Thursday in November
Day after Thanksgiving	---
Day before Christmas	---
Christmas Day	Christmas Day, December 25.

Now, therefore, be it resolved that the University of Pittsburgh Staff Council, on behalf of its members and the University of Pittsburgh Staff at large:

1. supports the inclusion of Juneteenth as an observed holiday at the University of Pittsburgh; and
2. promotes the equitable and inclusive actions of the University of Pittsburgh in adopting Indigenous People’s Day; and
3. urges the leadership at the University of Pittsburgh to close the university offices on June 19th annually (or the closest weekday to June 19th should it fall on a Saturday or Sunday) in addition to existing paid days off in observance and in honor of this very important day in America History.

Passed by vote of general membership on November 1, 2021.

Signature of Staff Council President: *Angela M. Coldren*