



**DC Ranch Association
Board Report 8-2-2021 #2**

Subject Matter: Recognizing Juneteenth as a Workplace Holiday

Background: On June 17, 2021 President Biden signed a bill making June 19 (Juneteenth) a Federal holiday. While private employers are not required to observe Federal holidays, Ranch Association observes most of them.

Ranch Association observes the equivalent of 11 paid holidays per year. The U.S. Bureau of Labor Statistics reported in 2018 that a majority of US companies provide at least eight paid holidays per year.

In 2016, Arizona became the 45th state to recognize Juneteenth as a state holiday.

Adding this holiday to the existing slate of paid holidays offered by the Association seems appropriate.

Any changes to the employee handbook must be approved by the Board

Recommendation: Approve Juneteenth (June 19th) as a workplace paid holiday.

A handwritten signature in black ink, appearing to read 'Darren Shaw', is written over a horizontal line.

Darren Shaw, Executive Director