



2019 Holiday Survey

Thank you to the 52 companies that participated in this survey!

- 1. New Year's 2019 (Tuesday, January 1)**
Tuesday, January 1 only (**63%**)
Monday, December 31 & Tuesday, January 1 (**31%**)
1/2 day Monday, December 31 & all day Tuesday, January 1 (**6%**)
- 2. Martin Luther King Day**
Monday, January 21 (**27%**)
- 3. President's Day**
Monday, February 18 (**10%**)
- 4. Good Friday (Easter is Sunday, April 21)**
Friday, April 19 (full day) (**17%**)
Friday, April 19 (half-day) (**4%**)
- 5. Memorial Day**
Monday, May 27 (**96%**)
- 6. Independence Day (July 4)**
Thursday, July 4 only (**90%**)
Thursday, July 4 & Friday, July 5 (**10%**)
- 7. Labor Day**
Monday, September 2 (**94%**)
- 8. Columbus Day**
Monday, October 14 (**3%**)
- 9. Veteran's Day (Monday, November 11)**
Monday, November 11 (**10%**)
- 10. Thanksgiving (Thursday, November 28)**
Thursday, November 28 only (**19%**)
Thursday November 28 & Friday November 29 (**79%**)
- 11. Christmas (Wednesday, December 25)**
Wednesday, December 25 only (**40%**)
Tuesday, December 24 & Wednesday, December 25 (**40%**)
Other (please specify) (**19%**)
 - Monday through Wednesday
 - Monday December 24, 2018 through Tuesday January 1, 2019
 - Employees have the opportunity to bank extra hours worked so that they can be off the entire week of Christmas
 - December 18-31
 - 1/2 Day Tuesday 24 & Full Day Wednesday, December 25 (4 responses)
 - Entire week of Dec 23-27
 - December 25-Jan 1

12. Plant Shutdown

Mid-Year (0%)

Year-End (12%)

13. Floating Holidays

1 day (19%)

2 days (12%)

3 days (0%)

More than 3 days (4%)

14. Miscellaneous – Please list other holidays (e.g., employee's birthday, Rosh Hashanah, etc.) observed by your company.

- Employee Birthday (4 responses)
- Boxing day
- Individuals take off for personal time their religious holidays.
- We have 1 day built in to our PTO plan for BD after an associate has completed 5 years of service
- We typically also give an additional company-paid holiday during our year-end office closure. This is determined based on company performance for the year.
- Employee's birthday, except for fire bargaining unit, they get Easter

15. What is your method of compensating exempt employees who work on a holiday?

Day's pay + regular pay (8%)

Day's pay + time-and-a-half for actual hours worked (2%)

Day's pay + double-time for actual hours worked (0%)

Comp-time (19%)

Do not offer special pay for holidays (50%)

Other:

- Provide a day off to be used later in the calendar year. If the holiday is late in the year, then we allow a floating holiday to carry over into the next year.
- May take the holiday a different day.
- Day of Pay + Stipend
- We leverage PTO for all time off (Holidays, Vacation time and Sick Time), therefore exempt and non-exempt employees do not use PTO if they work a holiday.
- We do not work on a Holiday
- Employees do not work holidays; office shuts down (2 responses)
- Try to float the holiday for them
- Do not work on holidays

16. What is your method of compensating non-exempt employees who work on a holiday?

Day's pay + regular pay (38%)

Day's pay + time-and-a-half for actual hours worked (21%)

Day's pay + double-time for actual hours worked (4%)

Comp-time (0%)

Do not offer special pay for holidays (13%)

Other:

- They may have another day off to be used in calendar year. If they holiday they work is later in the year, we allow a floating holiday to carry over into the first quarter of the new year.
- Days pay plus they can take the holiday a different day
- Depends on union contract language
- Time and half for all hours worked (3 responses).
- Employees do not work holidays; office shuts down
- General employees in addition to the 8 hours of holiday pay, a full-time employee who is required to work on the holiday will be compensated for up to eight hours at one and one-half times their hourly rate.