

To: Department Managers

From: Jennifer Rivera, Associate Vice President, Human Resources

Date: October 21, 2024

Subject: **Major Holidays – 2025**

Listed below are the dates that the **Hospital** will celebrate the **eight** major holidays:

- |    |                               |                             |
|----|-------------------------------|-----------------------------|
| 1. | <b>PRESIDENT'S DAY</b> .....  | Monday, February 17, 2025   |
| 2. | <b>MEMORIAL DAY</b> .....     | Monday, May 26, 2025        |
| 3. | <b>JUNETEENTH</b> .....       | Thursday, June 19, 2025     |
| 4. | <b>INDEPENDENCE DAY</b> ..... | Friday, July 4, 2025        |
| 5. | <b>LABOR DAY</b> .....        | Monday, September 1, 2025   |
| 6. | <b>THANKSGIVING DAY</b> ..... | Thursday, November 27, 2025 |
| 7. | <b>CHRISTMAS</b> .....        | Thursday, December 25, 2025 |
| 8. | <b>NEW YEAR'S</b> .....       | Thursday, January 1, 2026   |

**1-1/2 Times Regular Compensation Rate** paid for the following holidays:

- |                               |                           |
|-------------------------------|---------------------------|
| <b>MEMORIAL DAY</b> .....     | Monday, May 26, 2025      |
| <b>JUNETEENTH</b> .....       | Thursday, June 19, 2025   |
| <b>INDEPENDENCE DAY</b> ..... | Friday, July 4, 2025      |
| <b>LABOR DAY</b> .....        | Monday, September 1, 2025 |

**2 Times Regular Compensation Rate** paid for the following holidays:

- |                               |                             |
|-------------------------------|-----------------------------|
| <b>THANKSGIVING DAY</b> ..... | Thursday, November 27, 2025 |
| <b>CHRISTMAS DAY</b> .....    | Thursday, December 25, 2025 |
| <b>NEW YEAR'S DAY</b> .....   | Thursday, January 1, 2026 * |

Premium holiday pay will commence with the start of the night shift the night prior to the holiday and will end with the completion of the evening shift the day of the holiday. This pertains to all holidays except New Years. \*Premium holiday pay for New Years will commence with the start of the evening shift the evening prior to New Year's Day and will end with the completion of the day shift the day of the holiday.

For those **employees covered by a collective bargaining agreement**, please refer to the contract(s) for specifics on days observed.

Please review the premium holiday pay practice with your employees prior to the actual holiday to avoid confusion concerning eligibility for premium holiday pay.

If you have any questions as to the application of the premium holiday pay practice for 2025, please contact the Human Resources Department at Extension 2155.