

Holidays

Upon hire, regular full-time and modified full-time employees are eligible for the following paid holidays:

New Year's Day	Martin Luther King Jr. Day	Good Friday
Memorial Day	Juneteenth	Independence Day
Labor Day	Thanksgiving Day	Day After Thanksgiving
Christmas Eve	Christmas Day	New Year's Eve
Three (3) Flexible Holidays scheduled by the University		

Only active employees qualify for holiday pay. Employees on leave other than vacation (e.g., short-term disability, FMLA, formal leaves of absence, whether paid or unpaid) do not qualify for holiday pay.

Human Resources will publish a calendar specifying when holidays will be observed and will post it on the HR website: [Holiday Calendar](#)

Some departments continue to operate on a holiday. Full-time staff employees scheduled to work a holiday will receive their regular pay as well as overtime at time and a half rate for any hours worked. Part-time employees who work a holiday will receive time and a half their regular rate of pay for all hours worked.

If a paid holiday falls within a vacation period, the day will be processed as a holiday.

Union employees should refer to their collective bargaining agreement.

Please view [FAQ's for Paid Time Off Policies](#) for more information.