

2025 24x7 Holidays

Holiday	Week	Traditional 5x 8's (M-F)	OCU 24/7 4 x 10's (M-Th)	OCU 24/7 3 x 12's (F-Su)
Martin Luther King, Jr. Day	4	Monday, January 20, 2025	Monday, January 20, 2025	Sunday, January 19, 2025
Good Friday	16	Friday, April 18, 2025	Thursday, April 17, 2025	Sunday, April 20, 2025
Memorial Day	22	Monday, May 26, 2025	Monday, May 26, 2025	Sunday, May 25, 2025
4th of July	27	Friday, July 4, 2025	Thursday, July 3, 2025	Friday, July 4, 2025
Labor Day	36	Monday, September 1, 2025	Monday, September 1, 2025	Sunday, August 31, 2025
Thanksgiving Day	48	Thursday, Novevmeber 27, 2025	Wednesday, November 26, 2025	Friday, November 28, 2025
Friday after Thanksgiving	48	Friday, November 28, 2025	Thursday, Novevmeber 27, 2025	Saturday, November 29, 2025
End of year holiday	See attached sheet			

Holidays are paid at 8 hours for 5x8 employees, 10 hours for 4x10 employees, and 12 hours for 3x12 employees. Hours worked during normal shift hours on days coded a pre-determined holiday are paid at 2X OT.

Days listed on this page are the only days employees will receive holiday pay for mid-year holidays. (Year End Holidays on separate page)

2026 24x7 Holidays

Holiday	Week	Traditional 5x 8's (M-F)	OCU 24/7 4 x 10's (M-Th)	OCU 24/7 3 x 12's (F-Su)
Martin Luther King, Jr. Day	4	Monday, January 19, 2026	Monday, January 19, 2026	Sunday, January 18, 2026
Good Friday	14	Friday, April 3, 2026	Thursday, April 2, 2026	Sunday, April 5, 2025
Memorial Day	22	Negotiate in 2026	Negotiate in 2026	Negotiate in 2026
4th of July	27	Negotiate in 2026	Negotiate in 2026	Negotiate in 2026
Labor Day	36	Negotiate in 2026	Negotiate in 2026	Negotiate in 2026
Thanksgiving Day	48	Negotiate in 2026	Negotiate in 2026	Negotiate in 2026
Friday after Thanksgiving	48	Negotiate in 2026	Negotiate in 2026	Negotiate in 2026
End of year holiday	Negotiate in 2026			
Holidays are paid at 8 hours for 5x8 employees, 10 hours for 4x10 employees, and 12 hours for 3x12 employees. Hours worked during normal shift hours on days coded a pre-determined holiday are paid at 2X OT.				
<i>Days listed on this page are the only days employees will receive holiday pay for mid-year holidays. (Year End Holidays on separate page)</i>				

2025 24X7 Holiday Schedule

Holiday Week	Date	Traditional 5x 8's (M-F)	OCU 24/7 4 x 10's (M-Th)	OCU 24/7 T 3 x 12's (F-Sun)	Day
Week 52	22-Dec-25	Regular Work Day	Regular Work Day	Normal Day Off	Monday
	23-Dec-25	Regular Work Day	Regular Work Day	Normal Day Off	Tuesday
	24-Dec-25	Holiday	Holiday	Normal Day Off	Wednesday
	25-Dec-25	Holiday	Holiday	Normal Day Off	Thursday
	26-Dec-25	Holiday	Normal Day Off	Holiday	Friday
	27-Dec-25	Normal Day Off	Normal Day Off	Holiday	Saturday
	28-Dec-25	Normal Day Off	Normal Day Off	Holiday	Sunday
Week 1 (2026)	29-Dec-25	Holiday	Holiday	Normal Day Off	Monday
	30-Dec-25	Holiday	Holiday	Normal Day Off	Tuesday
	31-Dec-25	Holiday	Holiday	Normal Day Off	Wednesday
	1-Jan-26	Holiday	Holiday	Normal Day Off	Thursday
	2-Jan-26	Regular Work Day	Normal Day Off	Regular Work Day	Friday
	3-Jan-26	Normal Day Off	Normal Day Off	Regular Work Day	Saturday
	4-Jan-26	Normal Day Off	Normal Day Off	Regular Work Day	Sunday
Week 2 (2026)	5-Jan-26	Regular Work Day	Regular Work Day	Normal Day Off	Monday
	6-Jan-26	Regular Work Day	Regular Work Day	Normal Day Off	Tuesday
	7-Jan-26	Regular Work Day	Regular Work Day	Normal Day Off	Wednesday
	8-Jan-26	Regular Work Day	Regular Work Day	Normal Day Off	Thursday
	9-Jan-26	Regular Work Day	Normal Day Off	Regular Work Day	Friday
	10-Jan-26	Normal Day Off	Normal Day Off	Regular Work Day	Saturday
	11-Jan-26	Normal Day Off	Normal Day Off	Regular Work Day	Sunday