

**VII-7.30 – POLICY ON HOLIDAY LEAVE FOR REGULAR NONEXEMPT AND EXEMPT STAFF EMPLOYEES**

(Approved by the Board of Regents on December 3, 1999, EFFECTIVE January 2 and January 12, 2000; Amended October 9, 2015; Amended April 29, 2022; Amended November 22, 2024)

**I. PURPOSE AND APPLICABILITY**

This policy establishes the amount of holiday leave earned by regular status employees in Nonexempt and Exempt Staff positions.

**II. AMOUNT OF HOLIDAY LEAVE**

- A. Employees are eligible to earn 15 holidays per year, or 16 holidays during a year of general or congressional elections. Beginning in calendar year 2026, employees are eligible to earn 16 holidays per year or 17 holidays during a year of general or congressional elections.
- B. Employees may also be granted any other special observance as required by the legislature and Governor, or otherwise provided by the Chancellor or President.
- C. Full-time employees shall earn 8 hours of leave for each holiday earned, regardless of the employee’s workweek schedule. Part-time employees who are employed on at least a 50% full-time basis shall earn holiday leave on a pro-rated basis.
- D. All employees must be in a paid employment status on the calendar date that the holiday is earned, in order to be eligible for holiday pay when the holiday is observed.

**III. OBSERVANCE OF HOLIDAYS**

- A. Institutions may at times be served most effectively by the observance of a holiday on other than the calendar date designated by the legislature and Governor. In those instances, the institution’s President or designee may schedule the observance of selected holidays on days other than the dates designated by the State. An employee may be required to perform duties on a holiday to meet operational needs.
- B. Holidays will be earned according to the following schedule and shall be taken according to institutional procedures:

<b>Holiday</b>	<b>Calendar Date Holiday is Earned</b>
New Years Day	January 1
Dr. Martin Luther King’s Birthday	Third Monday in January
President’s Day	Third Monday in February
Memorial Day	Last Monday in May
Juneteenth	June 19

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Independence Day	July 4
Labor Day	First Monday in September
Columbus Day	Second Monday in October
Election Day ( <i>even numbered years only</i> )	The Tuesday following the first Monday in November
Veteran's Day	November 11
Thanksgiving Day	Fourth Thursday in November
Friday after Thanksgiving Day	The day after Thanksgiving
Christmas Day	December 25

- C. Three additional University Holiday Leave days are to be earned each calendar year and observed at the discretion of the Institution's President or designee. Beginning in calendar year 2026, a total of four additional University Holiday Leave days are to be earned each calendar year and observed at the discretion of the Institution's President or designee.
- D. When a holiday falls on a Saturday, it is earned the Friday before, and when a holiday falls on Sunday, it is earned on the following Monday.

#### **IV. SCHEDULING OF HOLIDAYS FOR CONTINUOUS OPERATIONS**

Institutions which have departments that must provide service on a continuous seven day-a-week basis may schedule an employee's holidays. Affected departments may schedule a specific day or days each month as a day off, and these days shall be treated in the same manner as regular holidays are treated for other employees. For employees in this category, one day of holiday leave shall be granted for each month, except that for the months of January, July, and a third month at the department's discretion, when two days of holiday leave shall be granted. During a year of general or congressional elections, an additional day shall be granted for the month of November. Institutions have the sole discretion to determine which individual employees in a department will be placed in this category.

#### **V. CARRY-OVER AND PAYMENT PRIOR TO SEPARATION**

Each institution President or designee may develop procedures as necessary for the carry-over into the next calendar year and payment of holidays prior to an employee's separation.

#### **VI. SEPARATION PAYMENT**

Unless employees transfer to another State agency, employees who leave the USM are entitled to be paid for any unused holiday leave that has been earned as of the date of separation.

**VII. TRANSFER OF HOLIDAYS**

- A. Upon employee transfer to another USM institution or State agency, unused Holiday hours shall be transferred after review and alignment of the holiday schedule at the other USM Institution or the State Agency.
- B. Upon transfer to another USM institution or State agency, the employee shall not be granted additional Holiday Leave if the holiday has already been observed at or paid by the previous USM institution or State agency.
- C. An employee should not have more than 16 holidays in a calendar year (17 holidays during a year of general or congressional elections), unless otherwise provided by the President, Chancellor or Governor.

**IMPLEMENTATION PROCEDURES:**

Each President shall identify their designee(s) as appropriate for this policy, develop procedures as necessary to implement this policy, communicate this policy and applicable procedures to their institutional community, and post it on the institutional website.