



# 2025 Paid Holidays Survey

WorkSpring's Paid Holiday Survey provides timely and reliable regional data.

## Survey Results

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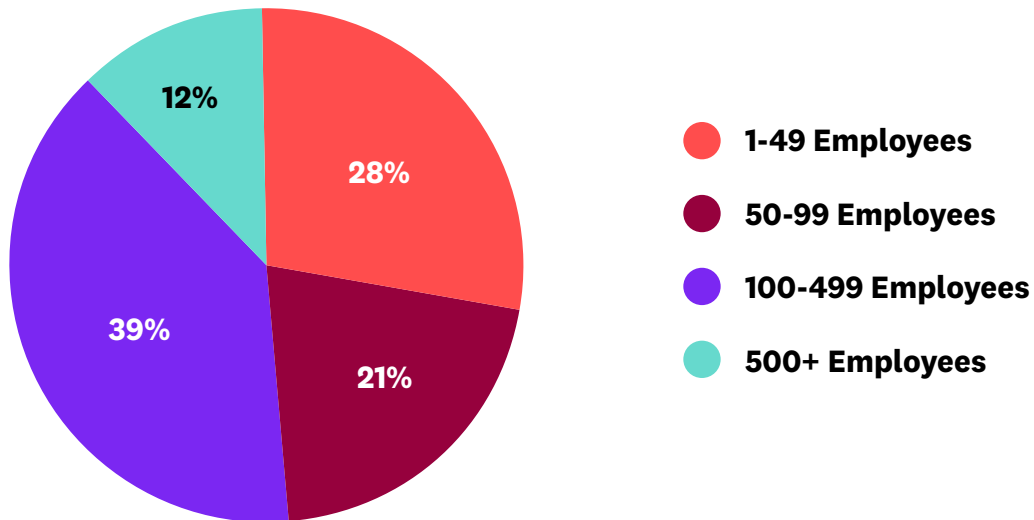
WorkSpring would like to thank those individuals and member companies who took the time to participate and provide data for this survey. Data for this survey was collected online and was sent to WorkSpring members in September 2024.

A total of **155 WorkSpring member companies** participated in the 2025 Paid Holidays Survey.



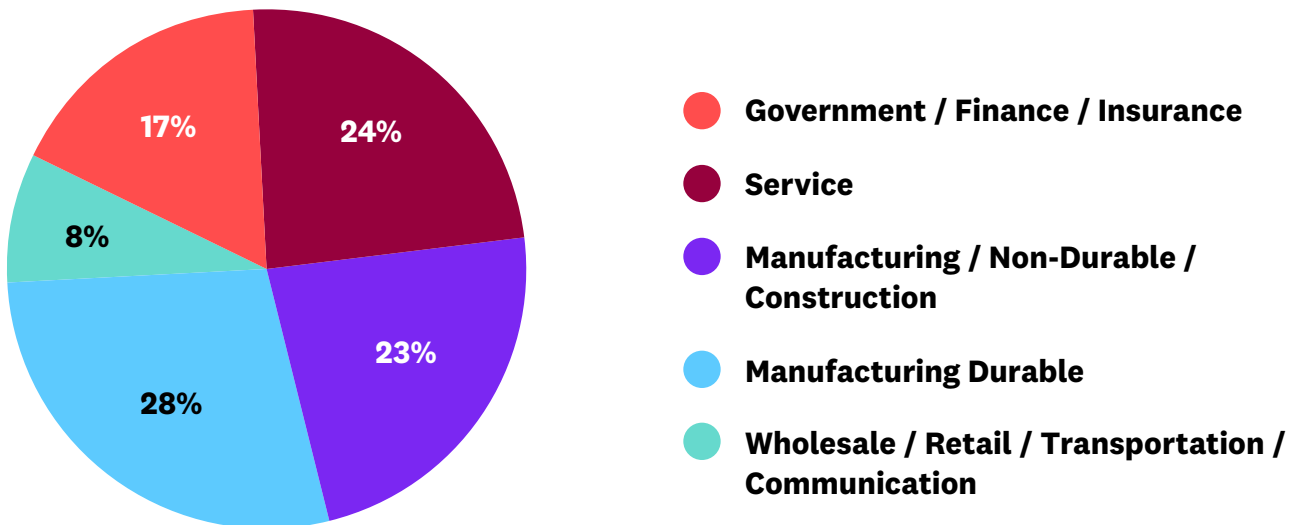
## # Of Employees

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## Industry

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24 companies have planned a end of the year shutdown

0 companies have planned a summer shutdown

TOTAL # OF PAID HOLIDAYS IN 2025:								
LESS THAN 6	6-6.5	7-7.5	8-8.5	9-9.5	10-10.5	11-11.5	12 OR MORE	13 OR MORE
1%	13%	9%	13%	18%	24%	10%	5%	7%

PAID DAY OFF FOR EMPLOYEE BIRTHDAY	1 FLOATING HOLIDAY	2 FLOATING HOLIDAYS	3 OR MORE FLOATING HOLIDAYS
5%	19%	11%	5%

HOLIDAY	DATE	FULL DAY	HALF DAY
New Year's	Wednesday, January 1	95%	1%
	Thursday, January 2	3%	0%
	Friday, January 3	1%	0%
Martin Luther King Day	Monday, January 20	27%	0%
President's Day	Monday, February 20	17%	0%
Good Friday	Friday, April 18	34%	3%
	Sunday, April 20	10%	0%
Easter	Monday, April 21	5%	1%
	Monday, May 26	92%	0%
Memorial Day	Monday, May 26	92%	0%
Juneteenth	Thursday, June 19	20%	0%
Independence Day	Friday, July 4th	97%	0%
Labor Day	Monday, September 1	95%	0%
Indigenous Peoples Day / Columbus Day	Monday, October 13	9%	0%
Veterans Day	Monday, November 11	12%	0%
Thanksgiving	Wednesday, November 26	91%	0%
	Thursday, November 27	95%	0%
	Friday, November 28	68%	0%
Christmas	Monday, December 22	4%	0%
	Tuesday, December 23	5%	0%
	Wednesday, December 24	58%	10%
	Thursday, December 25	94%	0%
	Friday, December 26	16%	0%
New Year's Eve	Monday, December 29	7%	0%
	Tuesday, December 30	6%	0%
	Wednesday, December 31	41%	19%

### METHOD OF COMPENSATING EXEMPT EMPLOYEES WHO WORK ON A HOLIDAY

9%	Day's pay + regular pay
4%	Day's pay + time-and-a-half for actual hours worked
3%	Day's pay + double-time for actual hours worked
10%	Comp-time
12%	Do not offer special pay for holidays
59%	Do not work on holidays
3%	Other, see comments:
	- Flex holiday to different day
	- Grant another day in holiday pay week off w/Day's pay
	- Flat rate added to pay based on their role
	- They get to "bank" the holiday for another day

### METHOD OF COMPENSATING NON-EXEMPT EMPLOYEES WHO WORK ON A HOLIDAY

24%	Day's pay + regular pay
11%	Day's pay + time-and-a-half for actual hours worked
13%	Day's pay + double-time for actual hours worked
2%	Comp-time
7%	Do not offer special pay for holidays
40%	Do not work on holidays
3%	Other, please explain:
	- If it falls on their work day and we are closed, we give the next day off
	- Deferred holiday
	- Based on union contracts
	- They get to "bank" the holiday to use another day