



ONEIDA NATION
2020 Holiday Observance Calendar

<i>Holiday</i>	<i>Calendar Day</i>	<i>Non-Standard Observance Date</i>	<i>Standard Observance Date</i>
New Year's Day	Wednesday, January 1, 2020	Calendar	Calendar
Good Friday (1/2 Day)	Friday, April 10, 2020	Calendar	Calendar
Oneida Code Talkers Day <i>(Previously Oneida Day)</i>	Friday, May 22, 2020	Calendar	Calendar
Memorial Day	Monday, May 25, 2020	Calendar	Calendar
Independence Day	Saturday, July 4, 2020	Calendar	Friday, July 3, 2020
Labor Day	Monday, September 7, 2020	Calendar	Calendar
Veteran's Day	Wednesday, November 11, 2020	Calendar	Calendar
Thanksgiving Day	Thursday, November 26, 2020	Calendar	Calendar
Indian Day	Friday, November 27, 2020	Calendar	Calendar
Christmas Eve (1/2 Day)	Thursday, December 24, 2020	Calendar	Calendar
Christmas Day	Friday, December 25, 2020	Calendar	Calendar

Supervisors are **not allowed** to use discretion in determining the amount of holiday pay:

- Employee average hours (**30-40** hours per week) will receive eight (8) hours of holiday pay.
- Employee average hours (**20-29.99** hours per week) will receive four (4) hours of holiday pay.
- Employee average hours (**less than 20** hours per week) will receive two (2) hours of holiday pay.

*Average hours should be the average an employee has worked in the past 4 weeks.

**Average hours do NOT exclude time used as personal and vacation.

Non-Standard Observance – Examples include: Nursing home staff, Oneida Police officers, Cage Cashiers, or retail staff who may work on Christmas day.

NOTE: These are example job positions and are not meant to be “all inclusive”.

Standard Observance – Administrative Assistants, Division Director, Printing clerk, who do not work on an observed holiday. **NOTE: These are example job positions and are not meant to be “all inclusive”.**