



## ONEIDA NATION 2021 Holiday Observance Calendar

<i>Holiday</i>	<i>Calendar Day</i>	<i>Non-Standard</i>	<i>Standard Observance Date</i>
New Year's Day	Friday, January 1, 2021	Calendar	Calendar
Good Friday (1/2 Day)	Friday, April 2, 2021	Calendar	Calendar
Oneida Code Talkers Day <i>(Previously Oneida Day)</i>	Friday, May 28, 2021	Calendar	Calendar
Memorial Day	Monday, May 31, 2021	Calendar	Calendar
Independence Day	Sunday, July 4, 2021	Calendar	Monday, July 5, 2021
Labor Day	Monday, September 6, 2021	Calendar	Calendar
Veteran's Day	Thursday, November 11, 2021	Calendar	Calendar
Thanksgiving Day	Thursday, November 25, 2021	Calendar	Calendar
Indian Day	Friday, November 26, 2021	Calendar	Calendar
Christmas Eve (1/2 Day)	Friday, December 24, 2021	Calendar	Thursday December 23, 2021
Christmas Day	Saturday, December 25, 2021	Calendar	Friday, December 24, 2021

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”.**