



# ONEIDA NATION 2025 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, 2025   | Calendar                            | Calendar                        |
| Good Friday (1/2 Day)                              | Friday, April 18, 2025       | Calendar                            | Calendar                        |
| Oneida Code Talkers Day<br>(Previously Oneida Day) | Friday, May 23, 2025         | Calendar                            | Calendar                        |
| Memorial Day                                       | Monday, May 26, 2025         | Calendar                            | Calendar                        |
| Independence Day                                   | Friday, July 4, 2025         | Calendar                            | Calendar                        |
| Labor Day  | Monday, September 1, 2025    | Calendar                            | Calendar                        |
| Veteran's Day                                      | Tuesday, November 11, 2025   | Calendar                            | Calendar                        |
| Thanksgiving Day                                   | Thursday, November 27, 2025  | Calendar                            | Calendar                        |
| Indian Day   | Friday, November 28, 2025    | Calendar                            | Calendar                        |
| Christmas Eve (1/2 Day)                            | Wednesday, December 24, 2025 | Calendar                            | Calendar                        |
| Christmas Day                                      | Thursday, December 25, 2025  | 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”.**