



# ONEIDA NATION

## 2027 Holiday Observance Calendar



Holiday	Calendar Day	Non-Standard Observance Date	Standard Observance Date
New Year's Day	Friday, January 1, 2027	Calendar	Calendar
Good Friday (1/2 Day)	Friday, March 26, 2027	Calendar	Calendar
Oneida Code Talkers Day (Previously Oneida Day)	Friday, May 28, 2027	Calendar	Calendar
Memorial Day	Monday, May 31, 2027	Calendar	Calendar
Independence Day	Sunday, July 4, 2027	Calendar	Monday, July 5, 2027
Labor Day	Monday, September 6, 2027	Calendar	Calendar
Veteran's Day	Thursday, November 11, 2027	Calendar	Calendar
Thanksgiving Day	Thursday, November 25, 2027	Calendar	Calendar
Indian Day	Friday, November 26, 2027	Calendar	Calendar
Christmas Eve (1/2 Day)	Friday, December 24, 2027	Calendar	Thursday, December 23, 2027
Christmas Day	Saturday, December 25, 2027	Calendar	Friday, December 24, 2027

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”.**