

## Observed Holidays and Holiday Premium Schedule 2025

Holiday	Observed Holiday	Holiday Premium Schedule
New Year's Day	Wednesday, January 1	Dec. 31, 3pm to Jan. 1, 11pm
Martin Luther King, Jr. Day	Monday, January 20	None
Memorial Day	Monday, May 26	None
Juneteenth	Thursday, June 19	None
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Independence Day	Friday, July 4	None
Labor Day	Monday, September 1	None
Thanksgiving	Thursday, November 27	Nov. 26, 11pm to Nov. 28, 11pm
	Friday, November 28	
Christmas	Wednesday, December 24	Dec. 24, 3pm to Dec. 25, 11pm
	Thursday, December 25	

Employees may request paid time off (PTO) for cetain religious or cultural holidays not observed as a business-related holiday reflected above.