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FOR IMMEDIATE RELEASE

MRA's *Holiday Practices Survey* Results Released: Who Is Working on New Year's Eve Day?

December 21, 2007, Waukesha, WI – MRA – The Management Association (MRA) recently released the results of their annual *Holiday Practices Survey* of more than 600 companies in Wisconsin, Iowa, and Northern Illinois. Survey results shows that 39 percent of companies reported employees will work a normally scheduled work day on Monday, December 31, 2007, while 47 percent will provide employees with a full or half day, paid holiday. The Survey also shows the average number of scheduled holidays companies will provide in 2008 is 8.5 days, which is relatively unchanged from the past three years. In addition, companies continue to offer flexible work arrangements by scheduling “floating holidays.” In general, the percentage of companies providing “floating holidays” remains virtually unchanged – 44 percent of responding companies will provide “floating holidays” in 2008 compared to 43 percent in 2007.

“In 2008, Christmas Day and New Years Day once again fall during the workweek, providing an additional challenge as companies look to determine their holiday schedule,” said Bonni Yordi, Ph.D., MRA’s Director of Surveys and Business Research. “Floating holidays and extra paid time off help organizations balance both company and employee needs. However, it’s critical that employers take a holistic approach to their time-off programs to effectively utilize them as a recruiting and retention tool - employees need to visibly see the time-off program as a key component of their overall benefits package.”

MRA’s Survey shows only a few employers open for business as usual around Christmas. According to the Survey, 98 percent of responding companies will provide employees with a scheduled, paid holiday

on Thursday, December 25, 2008. In addition, 69 percent of responding companies will provide employees with a full or half day, paid holiday on Wednesday, December 24, 2008.

“Finding the right talent when you need it is difficult in today’s tight job market. Floating holidays, additional paid time off, and flexible schedules are helping companies build attractive benefit packages that attract and retain key employees.”

Survey Information

MRA’s data reflects Midwestern region conditions. MRA surveyed 623 companies, 60 percent were from manufacturing, and 40 percent from service, financial, health and related service providers.

MRA members can obtain detailed breakouts at www.mranet.org in the Members Only section. The survey is available for purchase by contacting MRA at surveys@mranet.org or (800) 488-4845.

Founded in 1901, MRA is a not-for-profit employers’ organization serving more than 4,000 employers throughout Wisconsin, Illinois, and Iowa, covering close to a half million employees. An expert in the optimization of human resources, MRA applies its talent, tools and training to help organizations achieve their business objectives. For more information on MRA visit www.mranet.org or call 800.488.4845.

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