



# 2021 Holiday Practices Survey

Published: September 2020



# YOUR PARTICIPATION MATTERS

Your participation in MRA surveys provides the critical survey input and reliable market data to help your organization stay competitive. Our credible data is the result of our strong partnerships with members like you.



## RELY ON MRA Surveys

- Known for local, regional, and national employer-matched, employer-reported data—you can be confident your organization is making vital business decisions based on solid, high-quality market data reflective of the market(s) in which you do business
- Compensation, benefits, and business trends data, plus custom surveys and research
- Member of the Employer Associations of America (EAA)—joining employer associations across the country to provide robust national data

## PARTICIPATE IN MRA Surveys

- Free survey results for member participants
- Data analytics at your fingertips via MRA's online survey tools—MRAPay and On-Demand Salary Tool
- HRCI credit for recertification or SHRM Professional Development Credit (PDC) for qualifying surveys

## ABOUT MRA Surveys

MRA – The Management Association, one of the largest employer associations in the nation, has been conducting surveys since 1901. The Survey Department has a team of professionals with expertise in survey design, statistical analysis, compensation, and market research.

MRA's Survey Department concierge service is here to answer your most important questions. Contact us at:

**Email:** [surveys@mranet.org](mailto:surveys@mranet.org)  
**Call:** 800.488.4845 ext. 3508



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## Make Data-driven Decisions

For a complete list of surveys available from MRA please visit our website at [www.mranet.org](http://www.mranet.org). Survey questions can be directed to 800.488.4845, ext. 3508, or e-mail [surveys@mranet.org](mailto:surveys@mranet.org).

## CONFIDENTIAL SURVEY REPORT

This survey is provided with the understanding that the information will:

- Remain strictly confidential
- Be restricted to authorized personnel only
- Not be used in collective bargaining or grievance proceedings
- Protect, completely, organizational identity





# **Section I: Introduction**

# 2021 Holiday Practices Survey



## Thank you!

Thank you to all survey participants who worked with our team to ensure correct and complete data. Your participation is vital to maintaining the strength and integrity of MRA surveys.

## Survey Highlights



**August 2020**  
Conducted



**September 2020**  
Published



**909**  
Participating Organizations



**2,416**  
Divisions/Locations  
Across Multiple States



**28**  
Questions Surveyed

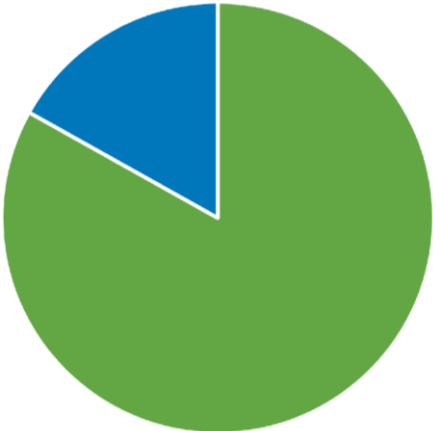
Offering employees regularly scheduled, floating, personal, and vacation time off is a fantastic way to show employee appreciation. While it may be overlooked, recognizing and celebrating holidays builds company culture around shared experiences.

New to the survey this year, we asked about vacation planning policy modifications. Most organizations allow rollover of earned, unused vacation and PTO time, yet few have amended their rollover maximums considering COVID-19—possibly a sign of optimism for 2021. Organizations plan to be flexible with time off requests, however, allowing cancellation of preapproved requests, scheduling with shorter notice requirements, and vacation and PTO time to supplement partial work arrangements.

# Holiday Practices – Executive Summary

## Plans to Modify Rollover Maximum Due to COVID-19

The COVID pandemic, like so much of our lives and our business, even disrupted our vacations. Whether that is due to employees unable to take of, due to workload or not wanting to use vacation days, employees are not using vacation as much as they used to. This leaves employers with a choice of allowing the days earned to rollover or possibly letting the employee lose unused vacation days. Under current vacation/PTO policy, 71% of organizations allowed vacation to roll over. Now, organizations, who did not allow rollover previously, are debating on adding it to their policy.



83%

No, will not modify rollover maximum, due to the COVID-19 pandemic and employees not wanting or not being able to take time off.

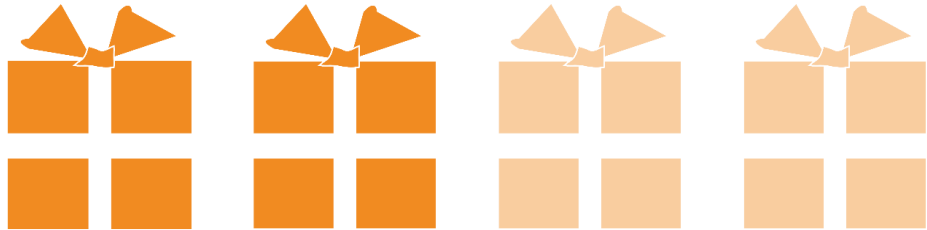


17%

Yes, we plan to modify rollover maximum, due to the COVID-19 pandemic and employees not wanting or not being able to take time off.

## Number of Holidays Planned in 2021

In 2021, three federal holidays fall on weekends: Independence Day, Christmas, and New Year's Day 2022. Federal holidays that fall on Saturday are generally recognized on the preceding Friday, whereas those that fall on Sunday are generally recognized on the following Monday. Company recognition is unique, however, and often dependent on company operations.



50%

of respondents indicate the average number of paid scheduled holidays in 2021 will be between 8 and 9 1/2 days.

# Holiday Practices – Executive Summary (continued)

## Additional Paid Holidays

This year, organizations reported (11%) recognition of the state holiday, Juneteenth. Comments show varied observances for that holiday. Other holidays that were mentioned were:



Observing 2 days for Christmas Eve and Christmas Day (65%)



Observing 2 days for New Year's Eve and New Year's Day (9%)



Designated floating holiday(s) (6%)



Observing 2 days for Independence Day (6%)

**35%**  
 substitute a scheduled day of holiday pay, if the holiday falls on a nonscheduled workday. This is up 6% from the previous year.



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## Concluding Thoughts

Now that you've seen some of the data, how does your organization compare? Has your outlook changed, knowing what other employers are offering? Knowing well over half of organizations (83%) do not plan to modify rollover maximum due to COVID-19, has this affected your organization's plan? No two organizations are the same. Establishing which holidays will be paid can be impacted by a multitude of factors. Things like organizational culture, labor demands, industry, and societal norms can impact decisions. The information contained in this report is intended to offer ideas and help drive your organization's total rewards and talent strategies forward. Use the data in this report to continue the conversation with the leaders in your organization and employees alike.

MRA – The Management Association is committed to providing resources necessary to help you navigate through pay, total rewards, and other workforce planning strategies. If you need help designing a policy, check out our [Holiday Policy](#) on our website. What about holiday shutdowns? We have resources for that too! A guide regarding shutdowns can be found right [here](#). If you want to talk it out with a professional, call our HR Hotline 24/7 at 866.474.6854 to get the conversation going or email us at [InfoNow@mrnet.org](mailto:InfoNow@mrnet.org).