



# 2025 Holiday Practices



# 2025 HOLIDAY PRACTICES SURVEY

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

*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 [Surveys@mrnet.org](mailto:Surveys@mrnet.org).*

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# MRA – THE MANAGEMENT ASSOCIATION **SURVEYS & BUSINESS RESEARCH**

## PARTICIPATION MATTERS!

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

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Since 1901, MRA has produced high-quality, trusted surveys that help provide confidence of data-driven decisions within member organizations. Our team of professionals, with expertise in survey design, statistical analysis, compensation, and market research, provides accuracy and insights that help your organization succeed.

## ABOUT OUR SURVEYS



### **POLICIES, BENEFITS, AND TRENDS DATA**

Staying current on policies, benefits, and trends can be daunting. We offer a variety of surveys to help you keep current and compliant.



### **COMPENSATION DATA**

We offer compensation data for over 1,000 unique jobs—providing you with accurate data for all areas within your organization.



### **BUSINESS INSIGHT & INTELLIGENCE**

What would you like to ask your customers or employees today? We can help provide answers to your most desired questions about your business.

# HOLIDAY PRACTICES

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# HOLIDAY PRACTICES **INTRODUCTION**

# HOLIDAY PRACTICES

## EXECUTIVE SUMMARY

No matter the industry, providing holiday pay and time off are valuable employee benefits. Offering paid time off for holidays not only supports employee well-being but can also boost satisfaction and retention. Many factors contribute to what is included in an organization's holiday pay. It is up to the organizations to determine what fits within their culture and philosophy. As attracting and retaining top talent remains challenging to most employers, updating or creating a solid holiday pay plan can be a great way to demonstrate your culture and rewards.

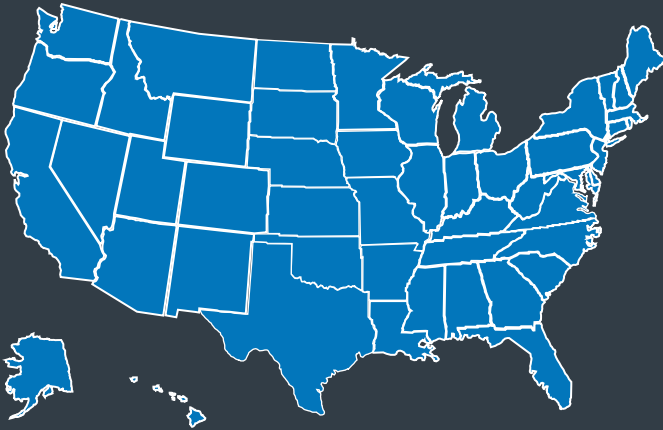
When creating or updating a holiday pay policy, it is crucial to be specific. It can be important to remain transparent about which holidays are included, how pay is calculated, and any exceptions or limitations. A well-crafted policy should outline what is permitted and what is not, leaving little room for confusion. This clarity can reduce the number of questions from employees and help your organization avoid potential legal complications. A transparent, easy-to-understand policy reassures employees, while also ensuring compliance with relevant laws and regulations.

It is important to acknowledge that employees make decisions influenced by their aspirations, goals, and the incentives that resonate with them. However, there are ways an employer can show appreciation and improve culture among the total reward offerings of an organization. Cultivating a workplace experience that resonates with employees can help as it is pivotal in elevating engagement, nurturing a sense of belonging, and inspiring genuine commitment to an organization's mission. Paid time off is not just a matter of convenience; it's a resource that can significantly impact employee engagement, satisfaction, and overall company success.

The information in this survey summarizes what organizations are doing with their various policies and how your organization compares. This year, the report has been updated to ensure the insights remain relevant, actionable, and aligned with industry standards.

MRA has a history of producing accurate and timely information to help member organizations understand the changes and trends occurring. It is to be used for benchmarking according to the organization's philosophy. The results are shown in tables on the pages following this summary. They include additional breakouts when enough clean, relevant data was present.

## SURVEY PARTICIPATION



**976**  
ORGANIZATIONS

## TIMELINE OF THE SURVEY



**AUGUST–  
SEPTEMBER 2024**  
SURVEY CONDUCTED

## ABOUT THE SURVEY



**42**  
QUESTIONS SURVEYED



# HOLIDAY PRACTICES

## EXECUTIVE SUMMARY

### HOLIDAYS FOR 2025

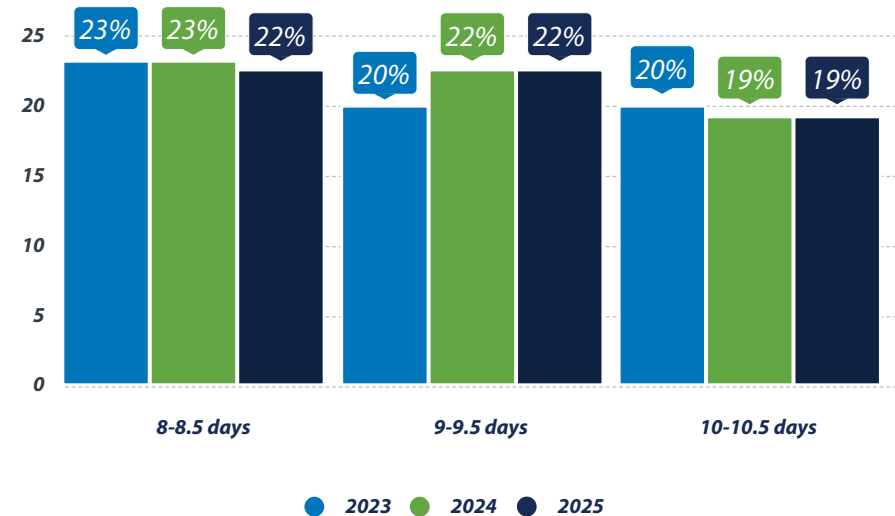
Holiday pay is a way for employers to acknowledge the significance of holidays and the time employees dedicate to their jobs throughout the year. It is often provided as additional compensation for working on holidays or, in some cases, as a paid day off to celebrate the holiday. While it varies from organization to organization, holiday pay typically includes extra compensation, time off, or a combination.

Across all industries, the most common days observed for holidays are:

- New Year's Day
- Memorial Day
- Independence Day
- Labor Day
- Thanksgiving Day
- Christmas Eve
- Christmas Day

This year, 29 percent of organizations require some employees to work on holidays compared to 31 percent last year. Organizations that still need to operate during holidays prefer to add holiday pay to compensate employees required to work on holidays, with over half of organizations including some form of holiday pay on top of their regular pay. Similar to previous years, the average number of paid holidays is between 8 and 9.5 days (44 percent).

*Regularly Scheduled Paid Holidays*







## TIPS TO HELP ENSURE A SOLID HOLIDAY PAY POLICY



### BE CLEAR ON ELIGIBILITY

Policies should state which employees are eligible, the conditions that determine whether an employee is eligible, and the number of scheduled paid holidays that are given.



### DETERMINE HOW HOLIDAY PAY IS GIVEN

Although FLSA does not require overtime, time-and-a-half pay, or double-time pay for hours worked on holidays, it does require time-and-a-half pay for any hours worked over 40 in a given workweek.



### HOLIDAY PAY FOR EXEMPT AND NONEXEMPT EMPLOYEE

Determining how pay works for salaried and hourly employees within an organization on holidays is important. The Fair Labor Standards Act (FLSA) mandates that exempt employees must receive their full salary for any workweek in which they work and any business closure that includes holidays.



### REVIEW STATE LAWS

Ensure you are current with each state your organization does business in, as laws can vary from state to state.

# HOLIDAY PRACTICES

## EXECUTIVE SUMMARY

### RESOURCES ON HOLIDAY PAY

Employers may choose to observe many holidays. Visit our [website](#) to learn more about the most common United States workplace holidays.

For an example of holiday policies organizations can put in place, click [here](#).

Want to discuss it? Call our HR Hotline 24/7 at 866.474.6854 or email us at [InfoNow@mrnet.org](mailto:InfoNow@mrnet.org).

### CONCLUSION

Employers are not required to give employees time off during the holidays, nor do they need to provide holiday pay. Despite that, offering additional benefits such as extra holidays or floating holidays for the employee to have more flexibility can be a quick way to engage with top talent.

A well-defined holiday pay policy can help ensure that employees understand their benefits and know they will be compensated fairly. Your organization can streamline operations during peak holiday periods by proactively addressing holiday pay, including any eligibility requirements or procedures for requesting time off, ensuring continuity and minimizing disruptions. It can help lead to trust and reliability within the organization.

A robust holiday pay policy that meets legal requirements and enhances an organization's culture can ultimately benefit employees and the business.



### RELY ON US

Have questions on the data? Contact the Survey Department at 800.488.4845, ext. 3508 or email us at [Surveys@mrnet.org](mailto:Surveys@mrnet.org).



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Illinois

Iowa  
Ohio



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