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TO: Human Resources Directors
FROM: Jonathan C. Wangel
DATE: September 23, 2024
SUBJECT: Dates of Observance of Paid Holidays for Calendar Year 2025 pursuant to the Citywide Agreement, Appendix A of the Prevailing Rate Agreements, Operating Procedure 20-26, and other collectively bargained agreements

Below, please find the dates of observance of paid holidays for calendar year 2025. This schedule applies to both Group 11 and Group 12 employees.

<u>Holiday</u>	<u>Date Observed</u>
New Year's Day	January 1, 2025 (Wednesday)
Martin Luther King Jr.'s Birthday*	January 20, 2025 (Monday)
Lincoln's Birthday*	February 12, 2025 (Wednesday)
Washington's Birthday (Presidents' Day)	February 17, 2025 (Monday)
Memorial Day	May 26, 2025 (Monday)
Juneteenth*	June 19, 2025 (Thursday)
Independence Day	July 4, 2025 (Friday)
Labor Day	September 1, 2025 (Monday)
Indigenous Peoples' Day/Italian Heritage Day/Columbus Day*	October 13, 2025 (Monday)
Election Day*	November 4, 2025 (Tuesday)
Veterans' Day	November 11, 2025 (Tuesday)
Thanksgiving Day	November 27, 2025 (Thursday)
Christmas Day	December 25, 2025 (Thursday)

*See notes on Page 2

Lincoln's Birthday: Interpretive Memorandum No. 84, issued by the City's Office of Labor Relations on July 15, 1996, announced that, effective January 1, 1997, the Citywide Agreement was amended to delete Lincoln's Birthday from the list of regular holidays for unionized employees (except those in prevailing rate titles) and to designate it, instead, as a "floating holiday." The Citywide Agreement was modified further to eliminate the floating holiday for covered employees newly hired on or after July 1, 2004.¹ Additionally, employees in the Staff Nurse collective bargaining unit are not entitled to the floating holiday.

The treatment of Lincoln's Birthday as a floating holiday continues to apply to Group 11 employees hired before July 15, 2004, but is eliminated for those newly hired on or after that date. The floating holiday must be used as outlined in Interpretive Memorandum No. 84. Please note that unless otherwise provided by an individual Comptroller's Determination, Lincoln's Birthday continues to be a holiday for employees in all prevailing rate titles except for City Laborers and Electricians. Effective Calendar Year 2021, Lincoln's Birthday shall be converted to a floating holiday for Electricians, Supervisor Electricians, and Electrician's Helpers. Use of the floating holiday for the Electricians Unit will be pursuant to the rules contained in the Citywide Agreement/Interpretive Memorandum No. 84 concerning floating holidays.

Juneteenth: In accordance with the April 22, 2022 side-letter between District Council 37, the City of New York and NYC H+H, the 2001-2021 Citywide Agreement was amended to include Juneteenth as a regular holiday with pay. Additional side letters for Unions and Locals not covered by the Citywide Agreement have also been executed to include Juneteenth as a paid holiday.

Registered Professional Nurses: Employees in the Staff Nurse collective bargaining unit, except those in the titles Home Health Nurse (Per Visit) and Staff Nurse (Per Hour), are entitled to nine of the above paid holidays. The following are not paid holidays for this unit: Martin Luther King's Birthday, Lincoln's Birthday, Columbus Day and Election Day. As noted above, nurses in the Staff Nurse collective bargaining unit are not entitled to the floating holiday.

c: Andrea Cohen
Vice Presidents/Executive Directors
Yvette Villanueva
Tatyana Seta
Sonia Calle
Andrea Chilaka
Gabrielle M. Martinez
Tonya Morgan
Labor Relations Officers
Payroll Managers
Classification and Compensation

¹ This modification to the Citywide Agreement, which is part of a package of modifications, does not apply to new employees in collective bargaining units that received a waiver. The number of units with waivers may change through collective bargaining. Currently, the collective bargaining units that have a waiver are:

- CBU 121, Institutional Titles (Local 237)
- CBU 047, Special Officers (Local 237)
- CBU 142, Public Information (Local 237)
- CBU 075, Staff Nurses (NYSNA) (see above)
- CBU 087, Pharmacists and Dietitians (SEIU 1199)
- CBU 093, Microbiologists (SEIU 1199)
- CBU 065, Licensed Practical Nurse (SEIU 1199)
- CBU 035, Clinicians (Doctors Council)

JANUARY						
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FEBRUARY						
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HOLIDAYS	
<u>New Year's Day</u>	Monday, January 1st
<u>Martin Luther King Jr's B-Day</u>	Monday, January 20th
<u>Lincoln's B-Day (Floating)</u>	Wednesday, February 12th Eligible for employees hired before 7/1/2004
<u>President's Day</u>	Monday, February 17th
<u>Memorial Day</u>	Monday, May 26th
<u>Juneteenth Day</u>	Thursday, June 19th
<u>Independence Day</u>	Friday, July 4th
<u>Labor Day</u>	Monday, September 1st
<u>Columbus Day</u>	Monday, October 13th
<u>Election Day</u>	Tuesday, November 4th
<u>Veteran's Day</u>	Tuesday, November 11th
<u>Thanksgiving Day</u>	Thursday, November 27th
<u>Christmas Day</u>	Thursday, December 25th

JULY						
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NOVEMBER						
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DECEMBER						
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 Holiday  Payday