

**TO:** Human Resources Directors

**FROM:** Jonathan C. Wangel 

**DATE:** January 14, 2021

**SUBJECT:** Observance of Public Holidays for Calendar Year 2021 (Revised)

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Please be advised that the following schedule of observance of public holidays for calendar year 2021 will apply to both Group 11 and Group 12 employees.

<u>Holiday</u>	<u>Date Celebrated</u>
New Year's Day 2021	January 1, 2021 (Friday)
Martin Luther King Jr.'s Birthday*	January 18, 2021 (Monday)
Lincoln's Birthday*	Floating Holiday (Friday, February 12, 2021)
Washington's Day (Presidents' Day)	February 15, 2021 (Monday)
Memorial Day	May 31, 2021 (Monday)
Independence Day	July 5, 2021 (Monday)
Labor Day	September 6, 2021 (Monday)
Columbus Day*	October 11, 2021 (Monday)
Election Day*	November 2, 2021 (Tuesday)
Veterans' Day	November 11, 2021 (Thursday)
Thanksgiving Day	November 25, 2021 (Thursday)
Christmas Day	December 24, 2021 (Friday)
<b>New Year's Day 2022*</b>	<b>December 31, 2021 (Friday)</b>

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\*See notes on Page 2 for exceptions

**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.<sup>1</sup> 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.

**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 eight 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.

**New Year's Day 2022:** The day of observance for New Year's Day 2022 is on December 31, 2021.

c: Andrea Cohen  
Vice Presidents/Executive Directors  
Yvette Villanueva  
Tatyana Seta  
Scott Van Orden/ Diane Cianci  
Andrea Chilaka/Tonya Morgan  
Labor Relations Officers/Payroll Managers

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<sup>1</sup> 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 108, Institutional Titles (Local 237)  
CBU 075, Staff Nurses (NYSNA) (see above)  
CBU 087, Pharmacists and Dietitians (1199)  
CBU 093, Microbiologists (1199)  
CBU 065, Licensed Practical Nurse (1199)  
CBU 035, Clinicians (Doctors Council)

JANUARY						
S	M	T	W	Th	F	S
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10	11	12	13	14	15	16
17	18	19	20	21	22	23
24	25	26	27	28	29	30
31						

FEBRUARY						
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28						

MARCH						
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APRIL						
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MAY						
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30	31					

JUNE						
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27	28	29	30			

HOLIDAYS	
<b><u>New Year's Day</u></b>	January 1st
<b><u>Martin Luther King Jr's B-Day</u></b>	January 18th
<b><u>Lincoln's B-Day (Floating)</u></b>	February 12th
	On employees hired before 7/1/2004 are eligible for this holiday.
<b><u>President's Day</u></b>	February 15th
<b><u>Memorial Day</u></b>	May 31st
<b><u>Independence Day</u></b>	July 5th
<b><u>Labor Day</u></b>	September 6th
<b><u>Columbus Day</u></b>	October 11th
<b><u>Election Day</u></b>	November 2nd
<b><u>Veteran's Day</u></b>	November 11th
<b><u>Thanksgiving Day</u></b>	November 25th
<b><u>Christmas Day</u></b>	December 25th
	Observed on 12/24/2021
<b><u>New Year's Day</u></b>	January 1st
	Observed on 12/31/2021

 Holiday  Payday

JULY						
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AUGUST						
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SEPTEMBER						
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OCTOBER						
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31						

NOVEMBER						
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DECEMBER						
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26	27	28	29	30	31	1