

DATE: January 1, 2025

TO: All Employees

FROM: Rachel Grant, Director of Human Resources

RE: 2025 & 2026 Holidays

In an effort to resolve future confusion regarding holiday pay differential, the following table has been developed. The **RFGH observed** and **actual** holidays are not always the same each year. **Please keep in mind that because we must care for patients 24/7, it is necessary for service departments to staff appropriately in order to meet the needs of our patients regardless of the observed or actual holiday.**

**Only those hourly employees who are required to work on the actual paid holiday will be eligible for the holiday differential pay.** The differential pay **BEGINS** at 11pm **THE NIGHT BEFORE THE PAID HOLIDAY** and **ENDS** at 11pm the **NIGHT OF THE PAID HOLIDAY**.

<b>2025</b>	<b>2025</b>	<b>2025</b>	<b>2025</b>
<b>HOLIDAY</b>	<b>OBSERVED</b>	<b>ACTUAL</b>	<b>PAID DIFFERENTIAL</b>
<b>New Year's Day</b>	Wednesday, January 1	Wednesday, January 1	Wednesday, January 1
<b>Memorial Day</b>	Monday, May 26	Monday, May 26	Monday, May 26
<b>Independence Day</b>	Friday, July 4	Friday, July 4	Friday, July 4
<b>Labor Day</b>	Monday, September 1	Monday, September 1	Monday, September 1
<b>Veterans Day</b>	Tuesday, November 11	Tuesday, November 11	Tuesday, November 11
<b>Thanksgiving Day</b>	Thursday, November 27	Thursday, November 27	Thursday, November 27
<b>Christmas Day</b>	Thursday, December 25	Thursday, December 25	Thursday, December 25
<b>2026</b>	<b>2026</b>	<b>2026</b>	<b>2026</b>
<b>HOLIDAY</b>	<b>OBSERVED</b>	<b>ACTUAL</b>	<b>PAID DIFFERENTIAL</b>
<b>New Year's Day</b>	Thursday, January 1	Thursday, January 1	Thursday, January 1
<b>Memorial Day</b>	Monday, May 25	Monday, May 25	Monday, May 25
<b>Independence Day</b>	Friday, July 3	Saturday, July 4	Saturday, July 4
<b>Labor Day</b>	Monday, September 7	Monday, September 7	Monday, September 7
<b>Veterans Day</b>	Wednesday, November 11	Wednesday, November 11	Wednesday, November 11
<b>Thanksgiving Day</b>	Thursday, November 26	Thursday, November 26	Thursday, November 26
<b>Christmas Day</b>	Friday, December 25	Friday, December 25	Friday, December 25