

2008 Annual ERC Paid Holiday Survey

Conducted by:

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Paid Holidays – All Organizations

This survey, conducted in November of 2007, asked over 300 organizations in Northeast Ohio to report the holidays they plan to observe as full day or half day holidays in 2008.

Participants:	321 organizations
Manufacturing	55% (176 organizations)
Non-Manufacturing	45% (145 organizations)

Holiday	Full Day	Half Day
Employee birthday	8%	2%
One floating holiday	24%	1%
Two floating holidays	21%	1%
New Year's Day 2008 - Tuesday, January 1	95%	1%
Martin Luther King, Jr. Day - Monday, January 21	13%	1%
Presidents Day - Monday, February 18	10%	2%
Good Friday - Friday, March 21	38%	8%
Memorial Day - Monday, May 26	98%	1%
Independence Day - Friday, July 4	99%	1%
Labor Day - Monday, September 1	95%	1%
Columbus Day - Monday, October 13	3%	2%
Veterans Day - Tuesday, November 11	4%	2%
Thanksgiving - Thursday, November 27	99%	1%
Day after Thanksgiving - Friday, November 28	82%	< 1%
Christmas Eve - Wednesday, December 24	57%	8%
Christmas - Thursday, December 25	99%	1%
New Year's Eve 2008 - Wednesday, December 31	23%	8%
New Year's Day 2009 - Thursday, January 1	86%	2%

Paid Holidays by Industry

Number of Paid Holidays Offered by Organizations

Organization Type	Min	Max	Average
Manufacturing	6	14	10
Non-Manufacturing	4	14	9
All Organizations	4	14	9

Non-Manufacturing Organizations

Holidays – Non-Manufacturing Organizations	Full Day	Half Day
Employee Birthday	9%	3%
One floating holiday	15%	1%
Two floating holidays	21%	2%
New Year's Day 2008 - Tuesday, January 1	94%	1%
Martin Luther King, Jr. Day - Monday, January 21	26%	1%
Presidents Day - Monday, February 18	19%	1%
Good Friday - Friday, March 21	16%	13%
Memorial Day - Monday, May 26	99%	1%
Independence Day - Friday, July 4	99%	1%
Labor Day - Monday, September 1	96%	3%
Columbus Day - Monday, October 13	6%	3%
Veterans Day - Tuesday, November 11	10%	1%
Thanksgiving - Thursday, November 27	99%	< 1%
Day after Thanksgiving - Friday, November 28	72%	17%
Christmas Eve - Wednesday, December 24	40%	< 1%
Christmas - Thursday, December 25	99%	1%
New Year's Eve 2008 - Wednesday, December 31	16%	< 1%
New Year's Day 2009 - Thursday, January 1	88%	3%

Manufacturing Organizations

Holidays – Manufacturing Organizations	Full Day	Half Day
Employee Birthday	7%	1%
One floating holiday	32%	1%
Two floating holidays	20%	1%
New Year's Day 2008 - Tuesday, January 1	94%	1%
Martin Luther King, Jr. Day - Monday, January 21	2%	1%
Presidents Day - Monday, February 18	2%	2%
Good Friday - Friday, March 21	55%	5%
Memorial Day - Monday, May 26	98%	1%
Independence Day - Friday, July 4	98%	1%
Labor Day - Monday, September 1	94%	1%
Columbus Day - Monday, October 13	1%	1%
Veterans Day - Tuesday, November 11	0%	1%
Thanksgiving - Thursday, November 27	98%	1%
Day after Thanksgiving - Friday, November 28	90%	1%
Christmas Eve - Wednesday, December 24	71%	6%
Christmas - Thursday, December 25	98%	1%
New Year's Eve 2008 - Wednesday, December 31	29%	3%
New Year's Day 2009 - Thursday, January 1	84%	1%

Special Holidays & Shutdowns

Organizations offering Paid Holidays for Independence Day in addition to July 4th

Type of Organization	Percentage
Manufacturing	3%
Non-Manufacturing	< 1%
All Organizations	< 1%

Organizations having a summer shut-down

Type of Organization	Percentage
Manufacturing	10%
Non-Manufacturing	< 1%
All Organizations	5%
<u>Dates:</u>	
4th of July week	(12)
6/30 through 7/11	
7/27 through 8/2	
6/21 through 7/6	
7/7 through 7/18	
One week in July	
Typically, first 2 weeks of July	

Organizations having a shut-down between Christmas and New Years

Type of Organization	Percentage
Manufacturing	19%
Non-Manufacturing	5%
All Organizations	9%
<u>Dates:</u>	
Manufacturing	
12/24 through 1/2	(7)
12/24 through 1/1	(5)
12/24 through 1/5	(2)
12/26, 12/31, 1/2	
12/22 through 12/26	
12/26, 29 & 30	
12/26 instead of 12/24	
12/22 through 12/24	
12/26, 12/27, 12/28	
12/21 through 12/31	
12/29, 12/31	
12/23 through 1/5	
12/22 through 12/26	
12/24 through 12/28	

Non-Manufacturing:
12/24 through 1/1 (3)
12/26 through 12/31
12/24 through 1/9
12/24 through 12/31

Organizations planning mandatory overtime

Type of Organization	Percentage
Manufacturing	39%
Non-Manufacturing	11%
All Organizations	28%