

2009 ERC Paid Holiday Survey

Conducted by:
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Paid Holidays – All Organizations

This survey, conducted in November of 2008, asked nearly 400 organizations in Northeast Ohio to report the holidays they plan to observe as full day or half day holidays in 2009.

Participants:	381 organizations
Manufacturing	52% (197 organizations)
Non-Manufacturing	45% (170 organizations)
Not Specified	4% (14 organizations)

Holiday	Full Day	Half Day
Employee birthday	8%	1%
One floating holiday	23%	1%
Two floating holidays	19%	1%
New Year's Day 2009 - Thursday, January 1	97%	0%
Martin Luther King, Jr. Day - Monday, January 19	11%	1%
Presidents Day - Monday, February 16	8%	1%
Good Friday - Friday, April 10	44%	5%
Memorial Day - Monday, May 25	98%	0%
Independence Day - Friday, July 3 (as July 4th is a Saturday)	91%	0%
Independence Day - Monday, July 6 (as July 4th is a Saturday)	5%	1%
Labor Day - Monday, September 7	98%	0%
Columbus Day - Monday, October 12	3%	1%
Veterans Day - Wednesday, November 11	3%	1%
Thanksgiving - Thursday, November 26	99%	0%
Day after Thanksgiving - Friday, November 27	83%	1%
Christmas Eve - Thursday, December 24	66%	9%
Christmas - Friday, December 25	99%	0%
New Year's Eve 2009 - Thursday, December 31	33%	8%
New Year's Day 2010 - Friday, January 1	87%	0%

Paid Holidays by Industry

Number of Paid Holidays Offered by Organizations

Organization Type	Min	Max	Average
Manufacturing	6	13	10
Non-Manufacturing	6	15	9
All Organizations	6	15	10

Non-Manufacturing Organizations

Holidays	Full Day	Half Day
Employee birthday	10%	1%
One floating holiday	17%	1%
Two floating holidays	18%	1%
New Year's Day 2009 - Thursday, January 1	97%	1%
Martin Luther King, Jr. Day - Monday, January 19	22%	1%
Presidents Day - Monday, February 16	14%	1%
Good Friday - Friday, April 10	28%	6%
Memorial Day - Monday, May 25	100%	0%
Independence Day - Friday, July 3 (as July 4th is a Saturday)	89%	1%
Independence Day - Monday, July 6 (as July 4th is a Saturday)	6%	1%
Labor Day - Monday, September 7	100%	0%
Columbus Day - Monday, October 12	6%	1%
Veterans Day - Wednesday, November 11	6%	1%
Thanksgiving - Thursday, November 26	99%	0%
Day after Thanksgiving - Friday, November 27	73%	1%
Christmas Eve - Thursday, December 24	51%	15%
Christmas - Friday, December 25	98%	0%
New Year's Eve 2009 - Thursday, December 31	26%	11%
New Year's Day 2010 - Friday, January 1	90%	0%

Manufacturing Organizations

Holidays	Full Day	Half Day
Employee birthday	6%	1%
One floating holiday	29%	1%
Two floating holidays	20%	1%
New Year's Day 2009 - Thursday, January 1	96%	0%
Martin Luther King, Jr. Day - Monday, January 19	0%	2%
Presidents Day - Monday, February 16	2%	2%
Good Friday - Friday, April 10	60%	4%
Memorial Day - Monday, May 25	97%	0%
Independence Day - Friday, July 3 (as July 4th is a Saturday)	94%	0%
Independence Day - Monday, July 6 (as July 4th is a Saturday)	3%	2%
Labor Day - Monday, September 7	97%	0%
Columbus Day - Monday, October 12	1%	2%
Veterans Day - Wednesday, November 11	1%	2%
Thanksgiving - Thursday, November 26	99%	0%
Day after Thanksgiving - Friday, November 27	92%	1%
Christmas Eve - Thursday, December 24	78%	4%
Christmas - Friday, December 25	99%	0%
New Year's Eve 2009 - Thursday, December 31	40%	7%
New Year's Day 2010 - Friday, January 1	84%	1%

Special Holidays & Shutdowns

Organizations offering any other Paid Holidays for Independence Day in addition to those they already specified

Type of Organization	Percentage
Manufacturing	3%
Non-Manufacturing	7%
All Organizations	4%

Dates:

Manufacturing

- July 3
- Extra floating holiday
- July 4 (employees normally scheduled on Saturday; employees scheduled receive holiday pay)

Non-Manufacturing

- July 2 (half-day)
- July 3
- Extra floating holiday (3 organizations)
- July 4 (employees normally scheduled on Saturday; employees scheduled receive holiday pay) (2 organizations)
- July 6
- Option of taking either Friday or Monday off for Independence Day.

Organizations offering any other Paid Holidays for Christmas in addition to those they already specified

Type of Organization	Percentage
Manufacturing	10%
Non-Manufacturing	6%
All Organizations	8%

Dates:

Manufacturing

- December 24 (2 organizations)
- December 26 (2 organizations)
- December 28 (2 organizations)
- December 31

Non-Manufacturing

- December 23 (2 organizations)
- December 28 (3 organizations)
- December 28, 29, 30 (4 organizations)
- January 2 (8 organizations)
- Days in between Christmas and New Years

Organizations having a summer shut-down

Type of Organization	Percentage
Manufacturing	9%
Non-Manufacturing	0%
All Organizations	4%

Dates:

Manufacturing

- One week in June
- June 2 - June 6
- Week of June 29 (4 organizations)
- Week of July 4 (5 organizations)
- Early July
- First 3 weeks of July (2 organizations)
- One week in July
- July 26 - August 1
- June 29 - July 10
- Last week of July; first week of August
- August 24 - August 28
- 8/24 thru 8/28

Organizations having a shut-down between Christmas and New Years

Type of Organization	Percentage
Manufacturing	16%
Non-Manufacturing	4%
All Organizations	10%

Dates:

Manufacturing

- December 21 - January 2
- December 22 - December 23
- December 22 - December 26
- December 22 - January 4 (2 organizations)
- December 24 - December 31
- December 24 - January 1 (3 organizations)
- December 24 - January 2 (2 organizations)
- December 24 - January 3 (4 organizations)

- December 24 - January 4 (2 organizations)
- December 25 - January 2
- December 26; December 31 - January 2
- December 28 - December 30 (2 organizations)
- December 28 - December 31 (2 organizations)
- December 28 - January 1 (3 organizations)
- December 28 - January 1
- December 28 - January 1
- December 28 - January 3
- December 28 - January 4
- December 29 - January 2
- January 2

Non-Manufacturing

- December 25 - January 1
- December 22
- December 28 - December 31
- December 24 - January 1
- January 2

Organizations planning mandatory overtime

Type of Organization	Percentage
Manufacturing	38%
Non-Manufacturing	9%
All Organizations	22%