

# 2010 ERC Paid Holiday Survey



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# Paid Holidays – All Organizations

This survey, conducted in November of 2009, asked over 300 organizations in Northeast Ohio to report the holidays they plan to observe as full day or half day holidays in 2010.

Participants: 340 organizations

## Participants by Industry

|                   |                         |
|-------------------|-------------------------|
| Manufacturing     | 44% (152 organizations) |
| Non-Manufacturing | 35% (118 organizations) |
| Non-Profit        | 16% (53 organizations)  |
| Not Specified     | 5% (17 organizations)   |

## Participants by Size

|         |                         |
|---------|-------------------------|
| 1-50    | 23% (75 organizations)  |
| 51-200  | 49% (159 organizations) |
| 201-500 | 18% (57 organizations)  |
| 501+    | 10% (32 organizations)  |

## Number of paid holidays offered by all organizations

|                   | Minimum | Maximum | Average |
|-------------------|---------|---------|---------|
| All Organizations | 2       | 14      | 9       |

## All Organizations

| Holiday  | Full Day | Half Day |
|--|----------|----------|
| Employee Birthday  | 6%       | < 1%     |
| One Floating Holiday   | 21%      | < 1%     |
| Two Floating Holidays  | 21%      | < 1%     |
| New Year's Day 2010 - Friday, January 1                                | 97%      | 0%       |
| Martin Luther King, Jr. Day - Monday, January 18                       | 17%      | < 1%     |
| Presidents Day - Monday, February 15                                   | 12%      | < 1%     |
| Good Friday - Friday, April 2  | 34%      | 6%       |
| Memorial Day - Monday, May 31  | 98%      | 0%       |
| Independence Day - Friday, July 2 (as July 4th is a Sunday)            | 19%      | 1%       |
| Independence Day - Monday, July 5 (as July 4th is a Sunday)            | 82%      | 0%       |
| Labor Day - Monday, September 6  | 97%      | 0%       |
| Columbus Day - Monday, October 11                                      | 4%       | < 1%     |
| Veterans Day - Thursday, November 11                                   | 6%       | < 1%     |
| Thanksgiving - Thursday, November 25                                   | 100%     | 0%       |
| Day after Thanksgiving - Friday, November 26                           | 81%      | 1%       |
| Christmas Eve - Friday, December 24                                    | 77%      | 6%       |
| Christmas - Monday, December 27 (as December 25th is a Saturday)       | 68%      | < 1%     |
| New Year's Eve 2010 - Friday, December 31                              | 54%      | 6%       |
| New Year's Day 2011 - Monday, January 3 (as January 1st is a Saturday) | 51%      | < 1%     |

# Paid Holidays – By Industry

Number of paid holidays offered by organizations by industry

| Industry type     | Minimum | Maximum | Average |
|-------------------|---------|---------|---------|
| Manufacturing     | 3       | 13      | 10      |
| Non-Manufacturing | 2       | 14      | 9       |
| Non-Profit        | 6       | 14      | 10      |

## Manufacturing

| Holiday   | Full Day | Half Day |
|---|----------|----------|
| Employee Birthday   | 6%       | 1%       |
| One Floating Holiday  | 29%      | 1%       |
| Two Floating Holidays   | 21%      | 1%       |
| New Year's Day 2010 - Friday, January 1                                       | 95%      | 0%       |
| Martin Luther King, Jr. Day - Monday, January 18                              | 0%       | 1%       |
| Presidents Day - Monday, February 15  | 2%       | 5%       |
| Good Friday - Friday, April 2   | 55%      | 1%       |
| Memorial Day - Monday, May 31   | 97%      | 0%       |
| Independence Day - Friday, July 2 <i>(as July 4th is a Sunday)</i>            | 24%      | 1%       |
| Independence Day - Monday, July 5 <i>(as July 4th is a Sunday)</i>            | 80%      | 0%       |
| Labor Day - Monday, September 6   | 97%      | 0%       |
| Columbus Day - Monday, October 11   | 0%       | 1%       |
| Veterans Day - Thursday, November 11  | 1%       | 1%       |
| Thanksgiving - Thursday, November 25  | 100%     | 0%       |
| Day after Thanksgiving - Friday, November 26                                  | 89%      | 1%       |
| Christmas Eve - Friday, December 24   | 88%      | 1%       |
| Christmas - Monday, December 27 <i>(as December 25th is a Saturday)</i>       | 72%      | 0%       |
| New Year's Eve 2010 - Friday, December 31                                     | 63%      | 5%       |
| New Year's Day 2011 - Monday, January 3 <i>(as January 1st is a Saturday)</i> | 49%      | 0%       |

## Non-Manufacturing

| <b>Holiday</b>  | <b>Full Day</b> | <b>Half Day</b> |
|---|-----------------|-----------------|
| Employee Birthday   | 7%              | 0%              |
| One Floating Holiday  | 17%             | 0%              |
| Two Floating Holidays   | 20%             | 0%              |
| New Year's Day 2010 - Friday, January 1                                       | 99%             | 0%              |
| Martin Luther King, Jr. Day - Monday, January 18                              | 14%             | 0%              |
| Presidents Day - Monday, February 15  | 12%             | 0%              |
| Good Friday - Friday, April 2   | 18%             | 8%              |
| Memorial Day - Monday, May 31   | 97%             | 0%              |
| Independence Day - Friday, July 2 <i>(as July 4th is a Sunday)</i>            | 15%             | 2%              |
| Independence Day - Monday, July 5 <i>(as July 4th is a Sunday)</i>            | 82%             | 0%              |
| Labor Day - Monday, September 6   | 97%             | 0%              |
| Columbus Day - Monday, October 11   | 2%              | 0%              |
| Veterans Day - Thursday, November 11  | 5%              | 0%              |
| Thanksgiving - Thursday, November 25  | 100%            | 0%              |
| Day after Thanksgiving - Friday, November 26                                  | 72%             | 2%              |
| Christmas Eve - Friday, December 24   | 66%             | 8%              |
| Christmas - Monday, December 27 <i>(as December 25th is a Saturday)</i>       | 62%             | 0%              |
| New Year's Eve 2010 - Friday, December 31                                     | 43%             | 8%              |
| New Year's Day 2011 - Monday, January 3 <i>(as January 1st is a Saturday)</i> | 53%             | 0%              |

## Non-Profit

| <b>Holiday</b>  | <b>Full Day</b> | <b>Half Day</b> |
|---|-----------------|-----------------|
| Employee Birthday   | 8%              | 0%              |
| One Floating Holiday  | 9%              | 0%              |
| Two Floating Holidays   | 21%             | 0%              |
| New Year's Day 2010 - Friday, January 1                                       | 100%            | 0%              |
| Martin Luther King, Jr. Day - Monday, January 18                              | 70%             | 0%              |
| Presidents Day - Monday, February 15  | 42%             | 0%              |
| Good Friday - Friday, April 2   | 11%             | 4%              |
| Memorial Day - Monday, May 31   | 100%            | 0%              |
| Independence Day - Friday, July 2 <i>(as July 4th is a Sunday)</i>            | 15%             | 0%              |
| Independence Day - Monday, July 5 <i>(as July 4th is a Sunday)</i>            | 87%             | 0%              |
| Labor Day - Monday, September 6   | 98%             | 0%              |
| Columbus Day - Monday, October 11   | 21%             | 0%              |
| Veterans Day - Thursday, November 11  | 15%             | 0%              |
| Thanksgiving - Thursday, November 25  | 100%            | 0%              |
| Day after Thanksgiving - Friday, November 26                                  | 79%             | 0%              |
| Christmas Eve - Friday, December 24   | 68%             | 11%             |
| Christmas - Monday, December 27 <i>(as December 25th is a Saturday)</i>       | 66%             | 0%              |
| New Year's Eve 2010 - Friday, December 31                                     | 45%             | 4%              |
| New Year's Day 2011 - Monday, January 3 <i>(as January 1st is a Saturday)</i> | 47%             | 0%              |

# Paid Holidays – By Size

Number of paid holidays offered by organizations by size

| Size (number of employees) | Minimum | Maximum | Average |
|----------------------------|---------|---------|---------|
| 1-50                       | 3       | 14      | 9       |
| 51-200                     | 2       | 13      | 10      |
| 201-500                    | 6       | 12      | 9       |
| 501+                       | 6       | 12      | 9       |

1-50

| Holiday  | Full Day | Half Day |
|--|----------|----------|
| Employee Birthday  | 5%       | 0%       |
| One Floating Holiday   | 21%      | 0%       |
| Two Floating Holidays  | 21%      | 0%       |
| New Year's Day 2010 - Friday, January 1                                | 96%      | 0%       |
| Martin Luther King, Jr. Day - Monday, January 18                       | 19%      | 0%       |
| Presidents Day - Monday, February 15                                   | 13%      | 0%       |
| Good Friday - Friday, April 2  | 35%      | 7%       |
| Memorial Day - Monday, May 31  | 96%      | 0%       |
| Independence Day - Friday, July 2 (as July 4th is a Sunday)            | 19%      | 1%       |
| Independence Day - Monday, July 5 (as July 4th is a Sunday)            | 80%      | 0%       |
| Labor Day - Monday, September 6  | 97%      | 0%       |
| Columbus Day - Monday, October 11                                      | 5%       | 0%       |
| Veterans Day - Thursday, November 11                                   | 3%       | 0%       |
| Thanksgiving - Thursday, November 25                                   | 100%     | 0%       |
| Day after Thanksgiving - Friday, November 26                           | 77%      | 3%       |
| Christmas Eve - Friday, December 24                                    | 69%      | 7%       |
| Christmas - Monday, December 27 (as December 25th is a Saturday)       | 67%      | 0%       |
| New Year's Eve 2010 - Friday, December 31                              | 49%      | 5%       |
| New Year's Day 2011 - Monday, January 3 (as January 1st is a Saturday) | 41%      | 0%       |

51-200

| <b>Holiday</b>  | <b>Full Day</b> | <b>Half Day</b> |
|---|-----------------|-----------------|
| Employee Birthday   | 6%              | 0%              |
| One Floating Holiday  | 23%             | 0%              |
| Two Floating Holidays   | 17%             | 0%              |
| New Year's Day 2010 - Friday, January 1                                       | 97%             | 0%              |
| Martin Luther King, Jr. Day - Monday, January 18                              | 12%             | 0%              |
| Presidents Day - Monday, February 15  | 8%              | 0%              |
| Good Friday - Friday, April 2   | 40%             | 6%              |
| Memorial Day - Monday, May 31   | 99%             | 0%              |
| Independence Day - Friday, July 2 <i>(as July 4th is a Sunday)</i>            | 19%             | 0%              |
| Independence Day - Monday, July 5 <i>(as July 4th is a Sunday)</i>            | 83%             | 0%              |
| Labor Day - Monday, September 6   | 97%             | 0%              |
| Columbus Day - Monday, October 11   | 2%              | 0%              |
| Veterans Day - Thursday, November 11  | 1%              | 0%              |
| Thanksgiving - Thursday, November 25  | 100%            | 0%              |
| Day after Thanksgiving - Friday, November 26                                  | 87%             | 1%              |
| Christmas Eve - Friday, December 24   | 80%             | 6%              |
| Christmas - Monday, December 27 <i>(as December 25th is a Saturday)</i>       | 70%             | 0%              |
| New Year's Eve 2010 - Friday, December 31                                     | 58%             | 6%              |
| New Year's Day 2011 - Monday, January 3 <i>(as January 1st is a Saturday)</i> | 52%             | 0%              |

201-500

| <b>Holiday</b>  | <b>Full Day</b> | <b>Half Day</b> |
|---|-----------------|-----------------|
| Employee Birthday   | 5%              | 2%              |
| One Floating Holiday  | 19%             | 2%              |
| Two Floating Holidays   | 25%             | 2%              |
| New Year's Day 2010 - Friday, January 1                                       | 100%            | 0%              |
| Martin Luther King, Jr. Day - Monday, January 18                              | 12%             | 2%              |
| Presidents Day - Monday, February 15  | 9%              | 2%              |
| Good Friday - Friday, April 2   | 32%             | 7%              |
| Memorial Day - Monday, May 31   | 95%             | 0%              |
| Independence Day - Friday, July 2 <i>(as July 4th is a Sunday)</i>            | 25%             | 4%              |
| Independence Day - Monday, July 5 <i>(as July 4th is a Sunday)</i>            | 79%             | 0%              |
| Labor Day - Monday, September 6   | 95%             | 0%              |
| Columbus Day - Monday, October 11   | 4%              | 2%              |
| Veterans Day - Thursday, November 11  | 9%              | 2%              |
| Thanksgiving - Thursday, November 25  | 100%            | 0%              |
| Day after Thanksgiving - Friday, November 26                                  | 82%             | 0%              |
| Christmas Eve - Friday, December 24   | 82%             | 2%              |
| Christmas - Monday, December 27 <i>(as December 25th is a Saturday)</i>       | 67%             | 0%              |
| New Year's Eve 2010 - Friday, December 31                                     | 51%             | 5%              |
| New Year's Day 2011 - Monday, January 3 <i>(as January 1st is a Saturday)</i> | 60%             | 0%              |

501+

| <b>Holiday</b>  | <b>Full Day</b> | <b>Half Day</b> |
|---|-----------------|-----------------|
| Employee Birthday   | 13%             | 0%              |
| One Floating Holiday  | 19%             | 0%              |
| Two Floating Holidays   | 31%             | 0%              |
| New Year's Day 2010 - Friday, January 1                                       | 97%             | 0%              |
| Martin Luther King, Jr. Day - Monday, January 18                              | 44%             | 0%              |
| Presidents Day - Monday, February 15  | 34%             | 0%              |
| Good Friday - Friday, April 2   | 9%              | 0%              |
| Memorial Day - Monday, May 31   | 100%            | 0%              |
| Independence Day - Friday, July 2 <i>(as July 4th is a Sunday)</i>            | 13%             | 0%              |
| Independence Day - Monday, July 5 <i>(as July 4th is a Sunday)</i>            | 84%             | 0%              |
| Labor Day - Monday, September 6   | 100%            | 0%              |
| Columbus Day - Monday, October 11   | 13%             | 0%              |
| Veterans Day - Thursday, November 11  | 22%             | 0%              |
| Thanksgiving - Thursday, November 25  | 100%            | 0%              |
| Day after Thanksgiving - Friday, November 26                                  | 59%             | 0%              |
| Christmas Eve - Friday, December 24   | 69%             | 9%              |
| Christmas - Monday, December 27 <i>(as December 25th is a Saturday)</i>       | 53%             | 0%              |
| New Year's Eve 2010 - Friday, December 31                                     | 38%             | 3%              |
| New Year's Day 2011 - Monday, January 3 <i>(as January 1st is a Saturday)</i> | 44%             | 0%              |

# Special Holidays and Shutdowns

Organizations offering any other paid holidays for Independence Day in addition to those already specified

|                          | Percent |
|--------------------------|---------|
| <b>Industry</b>          |         |
| Manufacturing            | 1%      |
| Non-Manufacturing        | 2%      |
| Non-Profit               | 0%      |
| <b>Size</b>              |         |
| 1-50                     | 3%      |
| 51-200                   | 1%      |
| 201-500                  | 0%      |
| 501+                     | 0%      |
| <b>All organizations</b> | 1%      |

Dates:

## Manufacturing

- 7/6 (1 organization)

## Non-Manufacturing

- Option of either 7/2 or 7/5 (1 organization)
- Will work on 7/2 and 7/5 and pay the employee for Sunday (1 organization)

Organizations offering any other paid holidays for Christmas in addition to those already specified

|                          | Percent |
|--------------------------|---------|
| <b>Industry</b>          |         |
| Manufacturing            | 14%     |
| Non-Manufacturing        | 4%      |
| Non-Profit               | 17%     |
| <b>Size</b>              |         |
| 1-50                     | 9%      |
| 51-200                   | 12%     |
| 201-500                  | 18%     |
| 501+                     | 0%      |
| <b>All organizations</b> | 11%     |

Dates:

## Manufacturing

- 12/23 (17 organizations)
- 12/24-1/2 (1 organization)
- 12/24-1/4 (1 organization)
- 12/25-1/1 (1 organization)
- 12/28-12/30 (1 organization)
- 12/28-12/30 (1 organization)

**Non-Manufacturing**

- 12/22 (1 organization)
- 12/23 (9 organizations)
- 12/24-1/1 (1 organization)
- Day after Christmas (1 organization)
- Employees will be able to take a paid day off of their choosing during the week prior to Christmas because Christmas is on a Saturday. (1 organization)

Organizations offering any other paid holidays for New Years in addition to those already specified

|                          | <b>Percent</b> |
|--------------------------|----------------|
| <b>Industry</b>          |                |
| Manufacturing            | 8%             |
| Non-Manufacturing        | 3%             |
| Non-Profit               | 9%             |
| <b>Size</b>              |                |
| 1-50                     | 4%             |
| 51-200                   | 8%             |
| 201-500                  | 7%             |
| 501+                     | 0%             |
| <b>All organizations</b> | <b>6%</b>      |

Dates:

**Manufacturing**

- 12/30 (15 organizations)
- 1/3 (3 organizations)

**Non-Manufacturing**

- 12/20 (1 organization)
- 12/29 (1 organization)
- 12/30 (5 organizations)

Organizations having a summer shut-down

|                          | <b>Percent</b> |
|--------------------------|----------------|
| <b>Industry</b>          |                |
| Manufacturing            | 11%            |
| Non-Manufacturing        | 1%             |
| Non-Profit               | 4%             |
| <b>Size</b>              |                |
| 1-50                     | 4%             |
| 51-200                   | 8%             |
| 201-500                  | 7%             |
| 501+                     | 0%             |
| <b>All organizations</b> | <b>6%</b>      |

Dates:

**Manufacturing**

- 6/25-7/16 (1 organization)
- 7/26-7/31 (1 organization)
- 7/5-7/11 (2 organizations)
- 7/5-7/16 (1 organization)
- 7/5-7/9 (3 organizations)
- 8/9-8/13 (1 organization)
- 7/6-7/9 (2 organizations)
- First two weeks in July (1 organization)
- Week of July 4th (3 organizations)
- Week of June 28th (1 organization)

**Non-Manufacturing**

- Mondays & Fridays (1 organization)
- Fridays from mid-June to mid-July (1 organization)
- Friday's mid-June through mid-August (1 organization)
- Early Fridays from Memorial Day to Labor Day (leave at noon) (1 organization)

Organizations having a shut-down between Christmas and New Years

|                          | <b>Percent</b> |
|--------------------------|----------------|
| <b>Industry</b>          |                |
| Manufacturing            | 20%            |
| Non-Manufacturing        | 1%             |
| Non-Profit               | 9%             |
| <b>Size</b>              |                |
| 1-50                     | 7%             |
| 51-200                   | 30%            |
| 201-500                  | 14%            |
| 501+                     | 0%             |
| <b>All organizations</b> | 12%            |

Dates:

**Manufacturing**

- 12/24-1/1 (4 organizations)
- 12/24-1/3 (2 organizations)
- 12/24-1/4 (2 organizations)
- 12/24-12/31 (1 organization)
- 12/27-12/30 (4 organizations)
- 12/27-12/31 (1 organization)
- 12/28-12/29 (1 organization)
- 12/28-12/30 (4 organizations)
- 12/28-12/31 (3 organizations)

**Non-Manufacturing**

- 12/24-1/1 (3 organizations)
- 12/24-1/2 (1 organization)
- 12/24-1/4 (1 organization)
- 12/25-1/1 (1 organization)

Organizations planning mandatory overtime in 2010

|                          | <b>Percent</b> |
|--------------------------|----------------|
| <b>Industry</b>          |                |
| Manufacturing            | 30%            |
| Non-Manufacturing        | 11%            |
| Non-Profit               | 4%             |
| <b>Size</b>              |                |
| 1-50                     | 8%             |
| 51-200                   | 22%            |
| 201-500                  | 25%            |
| 501+                     | 9%             |
| <b>All organizations</b> | 18%            |