

2011 ERC Paid Holiday Survey

November 2010

Conducted by ERC

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Overview

This survey, conducted in November of 2010, reports benchmark information on which holidays Northeast Ohio organizations plan to observe as full or half day paid holidays in 2011. The survey also provides information on holiday shutdown practices and special issues pertaining to the 2011 holiday schedule. Paid holiday information is reported by industry type and organizational size.

Key Findings

- The average number of paid holidays offered by employers is 10 days, with the maximum number of paid holidays being provided as 15 days.
- Few employers are providing additional paid holidays for Independence Day in 2011.
- Most employers plan to observe Monday, December 26, 2011, as Christmas Day, as it falls on a Sunday.
- Most employers plan to observe Monday, January 2, 2012 as New Year's Day, as it falls on a Sunday.
- The majority of organizations are not planning shutdowns during the summer or between Christmas and New Years.

Number of Paid Holidays Offered

Number of paid holidays offered by organizations

	Minimum	Maximum	Average
All Employers	3	15	10
Industry			
Manufacturing	7	15	10
Non-Manufacturing	3	13	9
Non-Profit	4	14	10
Organizational Size			
1-50	3	12	9
51-200	4	15	10
201-500	7	14	10
Over 500	7	15	10

Paid Holidays Offered – All Employers

Paid holidays offered | All Organizations

	Full Day	Half Day
Employee Birthday	8%	0%
One Floating Holiday	21%	1%
Two Floating Holidays	24%	1%
New Year's Day 2011 - Friday, December 31 (as January 1 is a Saturday)	72%	2%
New Year's Day 2011 - Monday, January 3 (as January 1 is a Saturday)	29%	0%
Martin Luther King Jr. Day - Monday, January 17	13%	0%
Presidents Day - Monday, February 21	12%	0%
Good Friday - Friday, April 22	39%	7%
Memorial Day - Monday, May 30	97%	0%
Independence Day - Monday, July 4	99%	0%
Independence Day - Tuesday, July 5	4%	0%
Labor Day - Monday, September 5	96%	0%
Columbus Day - Monday, October 10	4%	0%
Veterans Day - Friday, November 11	4%	0%
Thanksgiving - Thursday, November 24	99%	0%
Day after Thanksgiving - Friday, November 25	82%	1%
Christmas Eve - Friday, December 23 (as December 24 is a Saturday)	62%	4%
Christmas - Monday, December 26 (as December 25 is a Sunday)	88%	1%
New Year's Eve 2011 - Friday, December 30 (as December 31 is a Saturday)	37%	4%
New Year's Day 2012 - Monday, January 2 (as January 1 is a Sunday)	71%	0%

Paid Holidays Offered – By Industry

Paid holidays offered | Manufacturing

	Full Day	Half Day
Employee Birthday	8%	0%
One Floating Holiday	28%	1%
Two Floating Holidays	25%	2%
New Year's Day 2011 - Friday, December 31 (as January 1 is a Saturday)	68%	1%
New Year's Day 2011 - Monday, January 3 (as January 1 is a Saturday)	38%	0%
Martin Luther King Jr. Day - Monday, January 17	2%	0%
Presidents Day - Monday, February 21	7%	0%
Good Friday - Friday, April 22	58%	4%
Memorial Day - Monday, May 30	98%	1%
Independence Day - Monday, July 4	100%	1%
Independence Day - Tuesday, July 5	4%	0%
Labor Day - Monday, September 5	96%	1%
Columbus Day - Monday, October 10	1%	0%
Veterans Day - Friday, November 11	0%	0%
Thanksgiving - Thursday, November 24	98%	1%
Day after Thanksgiving - Friday, November 25	92%	2%
Christmas Eve - Friday, December 23 (as December 24 is a Saturday)	76%	3%
Christmas - Monday, December 26 (as December 25 is a Sunday)	93%	2%
New Year's Eve 2011 - Friday, December 30 (as December 31 is a Saturday)	42%	2%
New Year's Day 2012 - Monday, January 2 (as January 1 is a Sunday)	73%	1%

Paid holidays offered | Non-Manufacturing

	Full Day	Half Day
Employee Birthday	4%	0%
One Floating Holiday	20%	1%
Two Floating Holidays	20%	0%
New Year's Day 2011 - Friday, December 31 (as January 1 is a Saturday)	75%	4%
New Year's Day 2011 - Monday, January 3 (as January 1 is a Saturday)	19%	0%
Martin Luther King Jr. Day - Monday, January 17	9%	0%
Presidents Day - Monday, February 21	12%	0%
Good Friday - Friday, April 22	17%	13%
Memorial Day - Monday, May 30	96%	0%
Independence Day - Monday, July 4	97%	0%
Independence Day - Tuesday, July 5	3%	0%
Labor Day - Monday, September 5	94%	0%
Columbus Day - Monday, October 10	1%	0%
Veterans Day - Friday, November 11	3%	0%
Thanksgiving - Thursday, November 24	100%	0%
Day after Thanksgiving - Friday, November 25	78%	0%
Christmas Eve - Friday, December 23 (as December 24 is a Saturday)	49%	1%
Christmas - Monday, December 26 (as December 25 is a Sunday)	80%	0%
New Year's Eve 2011 - Friday, December 30 (as December 31 is a Saturday)	32%	3%
New Year's Day 2012 - Monday, January 2 (as January 1 is a Sunday)	65%	0%

Paid holidays offered | Non-Profit

	Full Day	Half Day
Employee Birthday	14%	0%
One Floating Holiday	6%	0%
Two Floating Holidays	25%	0%
New Year's Day 2011 - Friday, December 31 (as January 1 is a Saturday)	81%	3%
New Year's Day 2011 - Monday, January 3 (as January 1 is a Saturday)	19%	0%
Martin Luther King Jr. Day - Monday, January 17	61%	0%
Presidents Day - Monday, February 21	31%	0%
Good Friday - Friday, April 22	19%	6%
Memorial Day - Monday, May 30	97%	0%
Independence Day - Monday, July 4	100%	0%
Independence Day - Tuesday, July 5	0%	0%
Labor Day - Monday, September 5	100%	0%
Columbus Day - Monday, October 10	22%	0%
Veterans Day - Friday, November 11	17%	0%
Thanksgiving - Thursday, November 24	100%	0%
Day after Thanksgiving - Friday, November 25	56%	0%
Christmas Eve - Friday, December 23 (as December 24 is a Saturday)	44%	14%
Christmas - Monday, December 26 (as December 25 is a Sunday)	89%	0%
New Year's Eve 2011 - Friday, December 30 (as December 31 is a Saturday)	31%	14%
New Year's Day 2012 - Monday, January 2 (as January 1 is a Sunday)	75%	0%

Paid Holidays Offered – By Organizational Size

Paid holidays offered | 1-50

	Full Day	Half Day
Employee Birthday	12%	0%
One Floating Holiday	25%	0%
Two Floating Holidays	18%	0%
New Year's Day 2011 - Friday, December 31 (as January 1 is a Saturday)	80%	2%
New Years Day 2011 - Monday, January 3 (as January 1 is a Saturday)	29%	0%
Martin Luther King Jr. Day - Monday, January 17	8%	0%
Presidents Day - Monday, February 21	6%	0%
Good Friday - Friday, April 22	29%	6%
Memorial Day - Monday, May 30	96%	0%
Independence Day - Monday, July 4	98%	0%
Independence Day - Tuesday, July 5	0%	0%
Labor Day - Monday, September 5	96%	0%
Columbus Day - Monday, October 10	4%	0%
Veterans Day - Friday, November 11	2%	0%
Thanksgiving - Thursday, November 24	96%	0%
Day after Thanksgiving - Friday, November 25	80%	0%
Christmas Eve - Friday, December 23 (as December 24 is a Saturday)	51%	2%
Christmas - Monday, December 26 (as December 25 is a Sunday)	92%	0%
New Year's Eve 2011 - Friday, December 30 (as December 31 is a Saturday)	27%	4%
New Year's Day 2012 - Monday, January 2 (as January 1 is a Sunday)	74%	0%

Paid holidays offered | 51-200

	Full Day	Half Day
Employee Birthday	6%	0%
One Floating Holiday	20%	1%
Two Floating Holidays	26%	0%
New Year's Day 2011 - Friday, December 31 (as January 1 is a Saturday)	69%	2%
New Year's Day 2011 - Monday, January 3 (as January 1 is a Saturday)	33%	0%
Martin Luther King Jr. Day - Monday, January 17	13%	0%
Presidents Day - Monday, February 21	10%	0%
Good Friday - Friday, April 22	44%	9%
Memorial Day - Monday, May 30	99%	0%
Independence Day - Monday, July 4	99%	0%
Independence Day - Tuesday, July 5	5%	0%
Labor Day - Monday, September 5	95%	0%
Columbus Day - Monday, October 10	2%	0%
Veterans Day - Friday, November 11	3%	0%
Thanksgiving - Thursday, November 24	100%	0%
Day after Thanksgiving - Friday, November 25	85%	1%
Christmas Eve - Friday, December 23 (as December 24 is a Saturday)	68%	5%
Christmas - Monday, December 26 (as December 25 is a Sunday)	89%	0%
New Year's Eve 2011 - Friday, December 30 (as December 31 is a Saturday)	42%	5%
New Year's Day 2012 - Monday, January 2 (as January 1 is a Sunday)	68%	0%

Paid holidays offered | 201-500

	Full Day	Half Day
Employee Birthday	3%	0%
One Floating Holiday	20%	0%
Two Floating Holidays	20%	3%
New Year's Day 2011 - Friday, December 31 (as January 1 is a Saturday)	70%	0%
New Year's Day 2011 - Monday, January 3 (as January 1 is a Saturday)	23%	0%
Martin Luther King Jr. Day - Monday, January 17	10%	0%
Presidents Day - Monday, February 21	23%	0%
Good Friday - Friday, April 22	47%	7%
Memorial Day - Monday, May 30	97%	0%
Independence Day - Monday, July 4	100%	0%
Independence Day - Tuesday, July 5	3%	0%
Labor Day - Monday, September 5	97%	0%
Columbus Day - Monday, October 10	7%	0%
Veterans Day - Friday, November 11	3%	0%
Thanksgiving - Thursday, November 24	100%	0%
Day after Thanksgiving - Friday, November 25	83%	0%
Christmas Eve - Friday, December 23 (as December 24 is a Saturday)	70%	3%
Christmas - Monday, December 26 (as December 25 is a Sunday)	87%	3%
New Year's Eve 2011 - Friday, December 30 (as December 31 is a Saturday)	37%	0%
New Year's Day 2012 - Monday, January 2 (as January 1 is a Sunday)	83%	0%

Paid holidays offered | Over 500

	Full Day	Half Day
Employee Birthday	17%	0%
One Floating Holiday	28%	6%
Two Floating Holidays	33%	6%
New Year's Day 2011 - Friday, December 31 (as January 1 is a Saturday)	83%	11%
New Year's Day 2011 - Monday, January 3 (as January 1 is a Saturday)	11%	0%
Martin Luther King Jr. Day - Monday, January 17	33%	0%
Presidents Day - Monday, February 21	22%	0%
Good Friday - Friday, April 22	22%	6%
Memorial Day - Monday, May 30	94%	6%
Independence Day - Monday, July 4	100%	6%
Independence Day - Tuesday, July 5	6%	0%
Labor Day - Monday, September 5	100%	6%
Columbus Day - Monday, October 10	17%	0%
Veterans Day - Friday, November 11	11%	0%
Thanksgiving - Thursday, November 24	100%	6%
Day after Thanksgiving - Friday, November 25	61%	6%
Christmas Eve - Friday, December 23 (as December 24 is a Saturday)	39%	6%
Christmas - Monday, December 26 (as December 25 is a Sunday)	83%	6%
New Year's Eve 2011 - Friday, December 30 (as December 31 is a Saturday)	28%	6%
New Year's Day 2012 - Monday, January 2 (as January 1 is a Sunday)	78%	6%

Special Holidays & Shutdowns

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

	Percent
All Employers	3%
Industry	
Manufacturing	3%
Non-Manufacturing	1%
Non-Profit	3%
Organizational Size	
1-50	0%
51-200	4%
201-500	3%
Over 500	0%

Other holidays cited: July 1st

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

	Percent
All Employers	2%
Industry	
Manufacturing	0%
Non-Manufacturing	4%
Non-Profit	6%
Organizational Size	
1-50	0%
51-200	4%
201-500	0%
Over 500	0%

Other holidays cited: December 27th; December 22nd

Organizations offering any other paid holidays for New Year's in addition to those already specified

	Percent
All Employers	3%
Industry	
Manufacturing	1%
Non-Manufacturing	4%
Non-Profit	6%
Organizational Size	
1-50	0%
51-200	3%
201-500	7%
Over 500	0%

Other holidays cited: December 29th

Organizations having a shut-down between Christmas and New Year's

	Percent
All Employers	15%
Industry	
Manufacturing	23%
Non-Manufacturing	3%
Non-Profit	17%
Organizational Size	
1-50	17%
51-200	16%
201-500	17%
Over 500	6%

Christmas and New Year's shut-down dates | Manufacturing

Date	Count
December 20 – January 1	1
December 22 – January 2	1
December 23 – January 1	1
December 23 – January 2	1
December 23 – January 3	2
December 24 – January 3	1
December 25 – 31	2
December 26 – 29	1
December 26 – 30	4
December 26 – January 4	1
December 27 – 29	2
December 27 – 30	2
December 27 – 31	1
December 28 – 30	1
Dates undetermined	1

Christmas and New Year's shut-down dates | Non-Manufacturing

Date	Count
December 26 – 30	2

Christmas and New Year's shut-down dates | Non-Profit

Date	Count
December 22 – January 2	1
December 23 – January 2	1
December 24 – January 2	1
December 26 – 30	2
December 27 – 30	1

Organizations having a summer shut-down

	Percent
All Employers	4%
Industry	
Manufacturing	7%
Non-Manufacturing	2%
Non-Profit	0%
Organizational Size	
1-50	0%
51-200	6%
201-500	0%
Over 500	6%

Summer shut-down dates | Manufacturing

Date	Count
June 27 – July 15	1
July 5 – 8	2
July 5 – 9	2
July 24 – July 30	1
August 8 – August 12	1

Note: No shut-down dates specified for Non-Manufacturing respondents

Organizations planning mandatory overtime in 2011

	Percent
All Employers	29%
Industry	
Manufacturing	44%
Non-Manufacturing	15%
Non-Profit	8%
Organizational Size	
1-50	17%
51-200	30%
201-500	38%
Over 500	41%

Respondent Demographics

Two-hundred and twenty-nine (229) organizations in Northeast Ohio participated in the survey; a breakdown of the industries and sizes they represent is provided below.

	Percent
Industry	
Manufacturing	53%
Non-Manufacturing	31%
Non-Profit	16%
Organizational Size	
1-50	22%
51-200	57%
201-500	13%
Over 500	8%

About ERC

ERC is Northeast Ohio's largest organization dedicated to HR and workplace programs, practices, training and consulting. ERC membership provides employers access to an incredible amount of information, expertise, and cost savings that supports the attraction, retention, and development of great employees. We also host the nationally recognized NorthCoast 99 program and sponsor the ERC Health insurance program. For more information about ERC, please visit www.ercnet.org.



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