

## HOLIDAYS SUMMARY OF REVISIONS

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7-13-54	Holiday schedule approved on calendar year instead of fiscal year.
8-24-56	The one-half day holiday granted for State Fair week discontinued.
1-1-70	Extended holidays to part-time employees if scheduled to work.
7-31-70	Started observing last Monday in May as Memorial Day (to be observed for the first time in 1971) instead of May 10 (Confederate Memorial Day) and changed Veterans' Day (November 11) to last Monday in October.
5-25-73	Returned Veterans' Day back to November 11
11-7-74	Added paragraph relating to allowing employee to take off religious holidays of their choosing but the time would be charged to annual leave.
	Required employee to charge leave (make up or deduct from pay) the one hour lost upon change to Daylight Savings time.
10-1-75	Revises policy to recognize alternate holiday schedules for twenty-four hour operations.
1-7-76	Temporary employees are not eligible for paid holidays.
12-1-76	Approved the Friday after Thanksgiving as a holiday.
4-1-82	Revised so that when a holiday falls on Saturday, Friday will be observed and when a holiday falls on Sunday, Monday will be observed. Previously it stated that when a holiday falls on Saturday or Sunday, Monday would be observed.
12-1-87	Added Martin Luther King's Birthday; changed Easter Monday to Good Friday; established 2 days for Christmas (previously had 3 days when it fell during the week) ; and also added provision for "holiday exchange" for religious observances.
2-1-95	Added back the 3rd day for Christmas when Christmas falls on Tues., Wed., Thurs. This goes through 2004.
4-1-95	Clarified provisions for religious holidays.

## HOLIDAYS - SUMMARY OF REVISIONS, Continued

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- 8-1-03 Revised to designate the holidays to be observed but omit the years so that when Christmas changes from 2 to 3 and vice versa, it will not require a rule/policy change. (Rule approved effective January 1, 2004.)
- 5-1-04 Add paragraph on Eligibility for Holidays to clarify when employees receive holiday pay.
- 1-1-07 (1) Added Note to clarify that employees who work less than 12 months only get holidays that occur during the months that they are scheduled to work.  
(2) Clarified provisions for giving equal time off when an employee has to work on a holiday.
- 10-1-07 In the paragraph Holiday Premium Pay, added Advisory Note to state that in the BEACON HR/Payroll System, holiday compensatory time shall be given **before** any other leave/time (over-time compensatory time, on-call compensatory time and vacation or bonus leave).
- 7-1-09 Revises Advisory Note to add gap hours compensatory time and travel compensatory time to leave hierarchy used in the BEACON HR/Payroll System.
- 8-21-13 Session Law 2013-382 was ratified to amend G.S. 126-4(5) to allow 12 paid holidays per year including three paid holidays being given for Christmas regardless of what day of the week Christmas falls. Previously, State employees only received 12 paid holidays in years in which Christmas Day fell on Tuesday, Wednesday or Thursday.
- 9/7/17 Policy revised to delete all reference to trainee appointments, per appointment types and career status.

