

## OBSERVED HOLIDAYS

SNGA Administration observes the following thirteen holidays each year by closing entirely and granting time off with pay to all regular full-time employees who are actively at work. SNGA Administration will observe the following holidays:

HOLIDAY	DAY(S) OBSERVED
Martin Luther King	Third Monday in January
President's Day	Third Monday in February
Good Friday	Friday before Easter
Memorial Day	Last Monday in May
Juneteenth Monday thru Friday	Juneteenth Day only
Juneteenth on Saturday	Friday Holiday
Juneteenth on Sunday	Monday Holiday
Independence Day on Monday thru Friday	Independence Day only
Independence Day on Saturday	Friday Holiday
Independence Day on Sunday	Monday Holiday
Labor Day	First Monday in September
Veteran's Day	Veteran's Day only (11 <sup>th</sup> )
Native American Day	Monday following Seminole Nation Days
Thanksgiving Day	Thursday and Friday
Christmas Day on Monday thru Thursday	Christmas Eve and Christmas Day
Christmas on Friday	Christmas Day and Monday
Christmas on Saturday	Friday & Monday
Christmas on Sunday	Monday & Tuesday
New Year's Day on Monday thru Friday	New Year's Day only
New Year's on Saturday	Friday holiday
New Year's on Sunday	Monday holiday

Holidays occurring on Saturday, are observed on Friday. Holidays occurring on Sunday are observed the following Monday. Employees in service positions which include weekend and holiday work, may exchange days taken for holidays if they worked on a recognized or declared holiday.

FLSA exempt employees may claim compensatory time for work on a holiday.

This provision for holiday compensation shall apply to all employees of SNGA Administration.

Note: Any employee who works additional workday hours for Seminole Nation Days will be calculated as comp hours up to a maximum of eight (8) hours.

All Surveillance Operators will observe the following holidays:

<b>HOLIDAY</b>	<b>DAY(S) OBSERVED</b>
New Year's Day	
Memorial Day	
Independence Day	
Labor Day	
Thanksgiving Day	
Christmas Day	

SNGA may schedule work on an observed holiday as it considers necessary. Non-Exempt employees required to work on the holiday will be paid their regular rate of pay for all hours worked plus will accrue compensatory hours equal to the number of hours worked. If the holiday falls on your normal day off, no holiday compensation will be given.