

DATE: January 1, 2023

TO: All Employees

FROM: Lisa Landry, Director of Human Resources

RE: 2023 & 2024 Holidays

In an effort to resolve future confusion regarding holiday pay differential, the following table has been developed. The **RFGH observed** and **actual** holidays are not always the same each year. **Please keep in mind that because we must care for patients 24/7, it is necessary for service departments to staff appropriately in order to meet the needs of our patients regardless of the observed or actual holiday.**

Only those hourly employees who are required to work on the actual paid holiday will be eligible for the holiday differential pay. The differential pay **BEGINS** at 11pm **THE NIGHT BEFORE THE PAID HOLIDAY** and **ENDS** at 11pm the **NIGHT OF THE PAID HOLIDAY**.

2023	2023	2023	2023
HOLIDAY	OBSERVED	ACTUAL	PAID DIFFERENTIAL
New Year's Day	Monday, January 2	Sunday, January 1	Sunday, January 1
Memorial Day	Monday, May 29	Monday, May 29	Monday, May 29
Independence Day	Tuesday, July 4	Tuesday, July 4	Tuesday, July 4
Labor Day	Monday, September 4	Monday, September 4	Monday, September 4
Veterans Day	Friday, November 10	Saturday, November 11	Saturday, November 11
Thanksgiving Day	Thursday, November 23	Thursday, November 23	Thursday, November 23
Christmas Day	Monday, December 25	Monday, December 25	Monday, December 25
2024	2024	2024	2024
HOLIDAY	OBSERVED	ACTUAL	PAID DIFFERENTIAL
New Year's Day	Monday, January 1	Monday, January 1	Monday, January 1
Memorial Day	Monday, May 27	Monday, May 27	Monday, May 27
Independence Day	Thursday, July 4	Thursday, July 4	Thursday, July 4
Labor Day	Monday, September 2	Monday, September 2	Monday, September 2
Veterans Day	Monday, November 11	Monday, November 11	Monday, November 11
Thanksgiving Day	Thursday, November 28	Thursday, November 28	Thursday, November 28
Christmas Day	Wednesday, December 25	Wednesday, December 25	Wednesday, December 25