

HOLIDAYS

UNITED STATES OF AMERICA

2024

State Laws may vary

GENERAL PAID HOLIDAYS

New Years Eve	Labor Day
New Years Day	Thanksgiving
Memorial Day	Day after Thanksgiving
Independence Day	



RELIGIOUS PAID HOLIDAYS

Christianity:	Judaism:	Islam:
Good Friday	Passover (First Day)	Eid-al-Fitr
Easter	Rosh Hashana	Eid-al-Adha
Christmas Eve	Yom Kippur	
Christmas Day	Hanukkah (Hours after 6 pm)	

HOLIDAYS TO BE WORKED AS CONTRACTED

MLK Day	Juneteenth+	Ash Wednesday+
Valentines Day	Fathers Day+	Palm Sunday+
Presidents Day	Indigenous Peoples Day+	Hanukkah (Hours before 6 pm)
St. Patrick's Day	Halloween	
Mothers Day+	Veterans Day+	

THINGS TO REMEMBER

**Holidays are only paid if they fall on an agreed work day and are paid at the agreed hours for that day. (i.e. If a holiday is on a Sunday but Nanny does not work Sundays, the holiday would not be paid.) For windowed hour agreements, the Holiday would be paid as the average daily hours.

**Religious Paid Holidays are only given for the Religion Nanny and/or Family practice.

**When Family and Nanny are of two different religions and/or Nanny does not practice religion, it is still customary to have Federal Holidays paid off that are also Religious Paid Holidays.

**When Nanny must work on a General Or Religious Paid Holiday, Nanny is to receive: 1.5-2x hourly rate regardless if it is an agreed work day.

**When Nanny must work hours outside of the regular agreed hours on a Holiday To Be Worked As Agreed, Nanny is to receive: 1.5-2x hourly rate

**Certain Holidays are more important to someone/various groups of individuals compared to other Holidays. So flexibility to move Holidays between sections is key for both Family and Nanny.

+These Holidays fall under General Paid Holidays for the groups of individuals in which they pertain to.