



2021 Holiday Schedule

The following list of holidays and facility closures applies to colleagues in the following categories:

- Corporate
- PBM
- Aetna
- Distribution center colleagues
- Field support staff
- Long-term care

HOLIDAY	FACILITY CLOSURE	DAY	DATE
NEW YEAR'S DAY	All	Friday	1/1/2021
MARTIN LUTHER KING, JR. DAY	All	Monday	1/18/2021
MEMORIAL DAY	All	Monday	5/31/2021
INDEPENDENCE DAY (OBSERVED)	All	Monday	7/5/2021
LABOR DAY	All	Monday	9/6/2021
COLUMBUS DAY*	RI/MA	Monday	10/11/2021
VETERANS DAY*	RI	Thursday	11/11/2021
THANKSGIVING DAY	All	Thursday	11/25/2021
CHRISTMAS DAY (OBSERVED)	All	Friday	12/24/2021

*RI/MA Hourly paid colleagues will have a floating holiday automatically applied to their work week. Salaried colleagues will be responsible to record the floating holiday in myHR.

Additional Information:

- Colleagues receive seven core and three floating holidays for a total of 80 hours.
- For RI/MA facility closures, colleagues must use a floating holiday to be paid if not otherwise scheduled to work. For example, non-store facilities in Rhode Island are closed on Columbus Day and a floating holiday will be applied to the work week of hourly paid colleagues. Managers should inform colleagues, including remote colleagues, if there is a business need for them to work during a facility closure. Exempt colleagues not working on the facility closure must record a floating holiday to the day. A maximum of eight holiday hours will be paid for a core holiday. Colleagues with an alternate work schedule (e.g., a 10 or 12-hour workday) may use a floating holiday, vacation or myTime in order to supplement the holiday benefit. For example, those with four, 10-hour days in their work week, they would be paid 8 hours of holiday and 2 hours of floating holiday.
- Nonexempt colleagues will receive premium pay for all hours worked on a core holiday. If the holiday is on a weekend, the premium will be applied on that day only (i.e. July 4).
- Unused floating holidays do not carry over to the next year and are not paid out upon termination unless required by local legislation.

Note: Colleagues covered by a collective bargaining agreement will follow the holiday schedule provided in the agreement.



2021 Holiday Schedule – Puerto Rico (non-store)

HOLIDAY	DAY	DATE
NEW YEAR'S DAY	Friday	1/1/2021
MARTIN LUTHER KING, JR. DAY	Monday	1/18/2021
GOOD FRIDAY	Friday	4/2/2021
MEMORIAL DAY	Monday	5/31/2021
INDEPENDENCE DAY (OBSERVED)	Monday	7/5/2021
LABOR DAY	Monday	9/6/2021
THANKSGIVING DAY	Thursday	11/25/2021
CHRISTMAS DAY (OBSERVED)	Friday	12/24/2021

Additional Information:

- Colleagues receive eight core holidays and two floating holidays for a total of 80 hours.
- A maximum of eight holiday hours will be paid for a core holiday. Colleagues with an alternate work schedule (e.g., a 10 or 12-hour workday) may use a floating holiday, vacation or myTime in order to supplement the holiday benefit. For example, those with four, 10-hour days in their work week, they would be paid 8 hours of holiday and 2 hours of floating holiday.
- Nonexempt colleagues will receive premium pay for all hours worked on a core holiday. If the holiday is on a weekend, the premium will be applied on that day only (i.e. July 4).
- Unused floating holidays do not carry over to the next year and are not paid out upon termination unless required by local legislation.

2021 Holiday Schedule - MinuteClinic

HOLIDAY	DAY	DATE
NEW YEAR'S DAY	Friday	1/1/2021
MARTIN LUTHER KING, JR. DAY	Monday	1/18/2021
MEMORIAL DAY	Monday	5/31/2021
INDEPENDENCE DAY	Sunday	7/4/2021
LABOR DAY	Monday	9/6/2021
THANKSGIVING DAY	Thursday	11/25/2021
CHRISTMAS DAY	Saturday	12/25/2021

Additional Information:

- Colleagues receive 7 core holidays for a total of 56 hours.
- Nonexempt colleagues will receive premium pay for hours worked on a designated holiday.

2021 Holiday Schedule - Optical Centers

HOLIDAY	DAY	DATE
NEW YEAR'S DAY	Friday	1/1/2021
MARTIN LUTHER KING, JR. DAY	Monday	1/18/2021
MEMORIAL DAY	Monday	5/31/2021
INDEPENDENCE DAY	Sunday	7/4/2021
LABOR DAY	Monday	9/6/2021
THANKSGIVING DAY	Thursday	11/25/2021
CHRISTMAS DAY	Saturday	12/25/2021

Additional Information:

- Colleagues receive seven core holidays for a total of 56 hours.
- Nonexempt colleagues will receive premium pay for all hours worked on a core holiday.

**2021 Holiday Schedule
DC Fredericksburg Non-Driver
(DC011 – Union)**

HOLIDAY	DAY	DATE
NEW YEAR'S DAY	Friday	1/1/2021
MARTIN LUTHER KING, JR. DAY	Monday	1/18/2021
PRESIDENT'S DAY	Monday	2/15/2021
MEMORIAL DAY	Monday	5/31/2021
INDEPENDENCE DAY (OBSERVED)	Monday	7/5/2021
LABOR DAY	Monday	9/6/2021
THANKSGIVING DAY	Thursday	11/25/2021
CHRISTMAS DAY (OBSERVED)	Friday	12/24/2021

Additional Information:

- Colleagues receive eight core holidays and floating holidays as follows.
 - Three Floating holidays with less than 10 years of Service.
 - Four Floating Holidays with 10 to 24 years of Service.
 - Five Floating Holidays with 25 plus years of Service
- Colleagues may use floating holidays for a facility closure or at the discretion of the colleague and manager.
- Nonexempt colleagues will receive premium pay for all hours worked on a core holiday.

**2021 Holiday Schedule
DC Fredericksburg Driver
(DC011 – Union)**

HOLIDAY	DAY	DATE
NEW YEAR'S DAY	Friday	1/1/2021
MARTIN LUTHER KING, JR. DAY	Monday	1/18/2021
PRESIDENT'S DAY	Monday	2/15/2021
MEMORIAL DAY	Monday	5/31/2021
INDEPENDENCE DAY (OBSERVED)	Monday	7/5/2021
LABOR DAY	Monday	9/6/2021
THANKSGIVING DAY	Thursday	11/25/2021
CHRISTMAS EVE	Friday	12/24/2021
CHRISTMAS DAY	Saturday	12/25/2021

Additional Information:

- Colleagues receive nine core holidays and two floating holidays for a total of 88 hours.
- Colleagues may use floating holidays for a facility closure or at the discretion of the colleague and manager.
- Nonexempt colleagues will receive premium pay for all hours worked on a core holiday.

**2021 Holiday Schedule
La Habra Distribution Center
(DC036 – Union)**

HOLIDAY	DAY	DATE
NEW YEAR'S DAY	Friday	1/1/2021
MEMORIAL DAY	Monday	5/31/2021
INDEPENDENCE DAY (OBSERVED)	Monday	7/5/2021
LABOR DAY	Monday	9/6/2021
THANKSGIVING DAY	Thursday	11/25/2021
CHRISTMAS DAY (OBSERVED)	Friday	12/24/2021

Additional Information:

- Colleagues receive six core holidays and three floating holidays for a total of 72 hours.
- Colleagues may use floating holidays for a facility closure or at the discretion of the colleague and manager.
- Nonexempt colleagues will receive premium pay for all hours worked on a core holiday.

**2021 Holiday Schedule
Patterson Distribution Center
(DC038 --Union)**

HOLIDAY	DAY	DATE
NEW YEAR'S DAY	Friday	1/1/2021
PRESIDENT'S DAY	Monday	2/15/2021
MEMORIAL DAY	Monday	5/31/2021
INDEPENDENCE DAY (OBSERVED)	Monday	7/5/2021
LABOR DAY	Monday	9/6/2021
THANKSGIVING DAY	Thursday	11/25/2021
CHRISTMAS DAY (OBSERVED)	Friday	12/24/2021

Additional Information:

- Colleagues receive seven core holidays and one floating holiday for a total of 64 hours.
- Colleagues may use the floating holiday for a facility closure or at the discretion of the colleague and manager.
- Nonexempt colleagues will receive premium pay for all hours worked on a core holiday.

**2021 Holiday Schedule
LTC Union 560**

HOLIDAY	DAY	DATE
NEW YEAR'S DAY	Friday	1/1/2021
MARTIN LUTHER KING, JR. DAY	Monday	1/18/2021
EASTER SUNDAY	Sunday	4/4/2021
MEMORIAL DAY	Monday	5/31/2021
INDEPENDENCE DAY (OBSERVED)	Monday	7/5/2021
LABOR DAY	Monday	9/6/2021
THANKSGIVING DAY	Thursday	11/25/2021
CHRISTMAS DAY	Saturday	12/25/2021

Additional Information:

- Colleagues receive eight core holidays and one floating holiday for a total of 72 hours.
- Colleagues may use the floating holiday for a facility closure or at the discretion of the colleague and manager.
- Nonexempt colleagues will receive premium pay for all hours worked on a core holiday.

**2021 Holiday Schedule
LTC Union 262**

HOLIDAY	DAY	DATE
NEW YEAR'S DAY	Friday	1/1/2021
MEMORIAL DAY	Monday	5/31/2021
INDEPENDENCE DAY (OBSERVED)	Monday	7/5/2021
LABOR DAY	Monday	9/6/2021
THANKSGIVING DAY	Thursday	11/25/2021
CHRISTMAS DAY	Saturday	12/25/2021

Additional Information:

- Colleagues receive six core holidays and three floating holidays for a total of 72 hours.
- Colleagues may use floating holidays for a facility closure or at the discretion of the colleague and manager.
- Nonexempt colleagues will receive premium pay for all hours worked on a core holiday.



2021 Holiday Schedule
Stores
non-California and non-Massachusetts (non-union) Stores

HOLIDAY	DAY	DATE
NEW YEAR'S DAY	Friday	1/1/2021
MARTIN LUTHER KING, JR. DAY	Monday	1/18/2021
MEMORIAL DAY	Monday	5/31/2021
INDEPENDENCE DAY	Sunday	7/4/2021
LABOR DAY	Monday	9/6/2021
THANKSGIVING DAY	Thursday	11/25/2021
CHRISTMAS DAY	Saturday	12/25/2021

Additional Information:

- Colleagues receive seven core holidays and one floating holiday for a total of 64 hours.
- Nonexempt colleagues will receive premium pay for all hours worked on a core holiday.
- Nonexempt colleagues in a Rhode Island HBA store will receive premium pay for all hours worked on Columbus Day, Monday, October 11.
- Unused floating holidays do not carry over to the next year and are not paid out upon termination unless required by local legislation.



2021 Holiday Schedule
California and Massachusetts Stores (non-union)

HOLIDAY	DAY	DATE
NEW YEAR'S DAY	Friday	1/1/2021
MARTIN LUTHER KING, JR. DAY	Monday	1/18/2021
MEMORIAL DAY	Monday	5/31/2021
INDEPENDENCE DAY	Sunday	7/4/2021
LABOR DAY	Monday	9/6/2021
THANKSGIVING DAY	Thursday	11/25/2021
CHRISTMAS DAY	Saturday	12/25/2021

Additional Information:

- Colleagues receive seven core holidays and two floating holidays for a total of 72 hours.
- Colleagues may use floating holidays for a facility closure or at the discretion of the colleague and manager.
- Nonexempt colleagues will receive premium pay for all hours worked on a core holiday.
- Nonexempt colleagues in a Massachusetts store will receive premium pay for all hours worked on Columbus Day, Monday, October 11.
- Unused floating holidays do not carry over to the next year and are not paid out upon termination unless required by local legislation.

**2021 Holiday Schedule
Puerto Rico Stores**

HOLIDAY	DAY	DATE
NEW YEAR'S DAY	Friday	1/1/2021
EPIPHANY DAY	Wednesday	1/6/2021
MARTIN LUTHER KING, JR. DAY	Monday	1/18/2021
GOOD FRIDAY	Friday	4/2/2021
LABOR DAY	Monday	9/6/2021
THANKSGIVING DAY	Thursday	11/25/2021
CHRISTMAS DAY	Saturday	12/25/2021

Additional Information:

- Colleagues receive seven core holidays and one floating holiday for a total of 64 hours.
- Nonexempt colleagues will receive premium pay for all hours worked on a core holiday.
- Colleagues may use floating holidays for facility closures or at the discretion of the colleague and manager.
- Unused floating holidays do not carry over to the next year and are not paid out upon termination unless required by local legislation.

2021 Holiday Schedule
Union (FT and PT):
SoCal Clerks, SoCal RPh, L-881, L-727, L-41, L-2

HOLIDAY	DAY	DATE
NEW YEAR'S DAY	Friday	1/1/2021
MEMORIAL DAY	Monday	5/31/2021
INDEPENDENCE DAY	Sunday	7/4/2021
LABOR DAY	Monday	9/6/2021
THANKSGIVING DAY	Thursday	11/25/2021
CHRISTMAS DAY	Saturday	12/25/2021

Additional Information:

- Colleagues receive six core holidays for a total of 48 hours.
- Nonexempt colleagues will receive premium pay for all hours worked on a core holiday.
- The number of floating holidays are per contract.



2021 Holiday Schedule

Union (FT and PT):

L-75F, L-880C, L-880A, L-876, L-400, L-23, L-1657, L-75, L-1059, Guild

HOLIDAY	DAY	DATE
NEW YEAR'S DAY	Friday	1/1/2021
EASTER SUNDAY	Sunday	4/4/2021
MEMORIAL DAY	Monday	5/31/2021
INDEPENDENCE DAY	Sunday	7/4/2021
LABOR DAY	Monday	9/6/2021
VETERANS DAY	Thursday	11/11/2021
THANKSGIVING DAY	Thursday	11/25/2021
CHRISTMAS DAY	Saturday	12/25/2021

Additional Information:

- Colleagues receive eight core holidays for a total of 64 hours.
- Nonexempt colleagues will receive premium pay for all hours worked on a core holiday.
- The number of floating holidays are per contract.