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2023 Federal Holidays

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Many people look forward to gathering with family and friends on holidays such as Christmas, Thanksgiving and Independence Day, but not all employees are given these days off work.

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While business owners aren't legally required to provide staff with any federal holidays as paid days off, understanding how federal holidays work and when they are can help you create your company's time-off policies.

What's a federal holiday?

Federal holidays are paid days off for federal government workers. There are 11 federal holidays as legislated in 5 U.S. Code § 6103.

- **New Year's Day:** January 1
- **Martin Luther King, Jr. Day:** third Monday of January

- **President's Day (George Washington's**

Birthday): third Monday of February



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- **Independence Day:** July 4
- **Labor Day:** first Monday in September
- **Indigenous Peoples' Day (also observed as Columbus Day):** second Monday in October
- **Veterans Day:** November 11
- **Thanksgiving Day:** fourth Thursday in November
- **Christmas Day:** December 25

What happens when a federal holiday falls on a weekend?

Because most government offices are closed on weekends, the government observes any federal holidays that fall on a Saturday or Sunday in lieu on the nearest weekday. This observance is for pay and leave purposes.

- A federal holiday that occurs on a Saturday is observed on the preceding Friday
- A federal holiday that occurs on a Sunday is observed on the following Monday

Occasions that aren't considered federal holidays