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What are the observed holidays for 2025?

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PTO and Holidays

After carefully reviewing the results of the June 2024 all-caregiver survey, meeting with senior leaders, and considering our operational needs, we have decided to adjust the number of company-observed holidays to eight (8) days per year. Starting in 2025 the holidays are:

- New Year's Day
- Martin Luther King, Jr Day
- Memorial Day
- Independence Day
- Labor Day
- Thanksgiving Day
- Christmas Eve
- Christmas Day

Will PTO accruals be reduced because of this change?

PTO accruals will not be reduced due to the change in observed holidays. PTO accruals will include 8 holidays (64 hours).

Why are we going to observe eight (8) holidays, instead of more?

The decision to observe 8 holidays meets the operational needs of the organization, introduces more flexibility for caregivers, and moves Intermountain to an industry standard.

Can we choose which eight holidays we want to observe individually?

Intermountain has determined its core eight holidays. If your office or clinic is closed for an observed holiday and you do not have an option to work that day, you will need to take the 8 PTO hours slotted for the holiday observance. If you can work in another department, clinic, or in-office, you can bank th PTO and use it for another day. Additionally, with your PTO, you can choose to observe other days that may be more meaningful to you.

Are other companies making similar changes to their holiday policies?

Most healthcare companies across the country observe between six (6) and eight (8) core holidays each year. The decision to align to 8 observed holidays is similar to our benchmarked competitors.

Why does Intermountain designate observed holidays?

As a healthcare system, we are a 24/7 operation so closing all facilities and services to observe a holiday is not possible. However, our goal is to close as many facilities as feasible for set observed holidays to give caregivers a break, to reset, to manage childcare, and to provide caregivers the opportunity to enjoy time with their loved ones. An observed holiday is typically tied to a federal or state celebration and results in office and/or clinic closures.

How were the holidays selected for the preferred holiday ranking survey that was sent out in June?

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We researched the top 15 holidays observed by 96% of businesses in the United States and focused on federally observed holidays and/or holidays that typically fall Monday through Friday for office/clinic closure reasons. For Utah caregivers only, we also included Pioneer Day as an option in the survey. We then asked our caregivers to rank their top ten holidays.

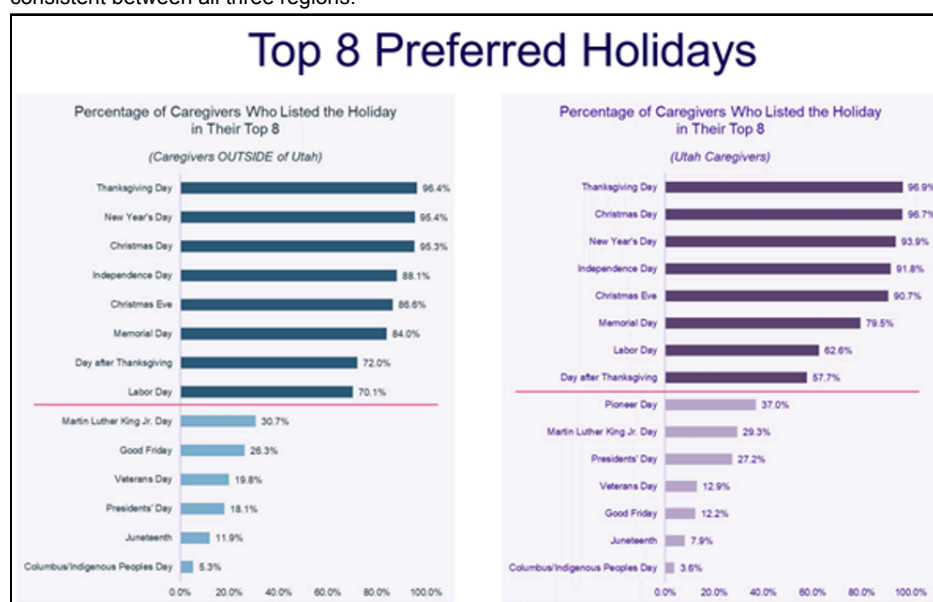
Why were holidays like Easter, Mother's Day, New Year's Eve, Passover, etc. not on the original survey list?

Through the survey process, we received emails from caregivers who wanted diverse cultural and social holidays to be represented and observed by Intermountain (e.g., Easter, Mother's Day, Rosh Hoshana, Juneteenth). We also heard from caregivers who wanted fewer observed holidays and more flexibility on how to use their PTO. We recognize that with our diverse team of 68,000 caregivers, there are many holidays and celebrations throughout the year that are meaningful to different individuals. However, as a 24/7 operation, it's impossible to officially observe every holiday across various cultures, religions, and regions.

We've designed our Paid Time Off (PTO) policy with this in mind, giving each of you the flexibility to observe the holidays that are most important to you personally. By using your PTO, you have the freedom to take time off on days that you need, whether that's a cultural, religious, or personal holiday, a sick day, a mental health day, weddings, or birthdays. We encourage you to use your PTO in a way that aligns with your livelihood, values, and traditions.

What were the results of the survey?

38,950 caregivers — 57% of our workforce — completed the observed holiday survey and ranked their preferred holidays. Survey results were then compiled with other caregivers from the same geographic area: inside of Utah, or outside of Utah. The feedback we received was overwhelming and consistent between all three regions.



If 'day after Thanksgiving' was one of the higher preferred ranked holidays, why are we not observing it?

Day after Thanksgiving isn't officially a holiday. It was observed inconsistently at legacy Intermountain in Nevada, Idaho, and for other caregivers outside of Utah, which is why it was included in the survey list of holidays. Some caregivers will choose to take time off for the day before and/or the day after Thanksgiving.

Additionally, many Medical Group clinics across the organization will not close for more than three consecutive days in a row, including weekends, to reduce further disruptions for patient care. This is usually most applicable to Christmas and Thanksgiving.

- For example, if a clinic is closed for Thanksgiving, the day after Thanksgiving, and then Saturday — resulting in three days closed — they would choose not to observe the day after Thanksgiving and stay open. This means the addition of this observed holiday would not benefit caregivers as expected and create more dissatisfaction.

Why did we choose to observe Martin Luther King Jr. Day?

- Martin Luther King Jr. Day was added as an observed holiday for legacy Intermountain Health in January 2018, and for legacy SCL Health in January 2024.
- It is a federal holiday that many employers, including healthcare companies, observe.
- It was within the top 10 for caregivers who completed the observed holiday ranking survey.
- The winter months — January and February — often result in increased injuries, sickness, and more hours worked for caregivers. Having a day to reset (Martin Luther King Jr. Day) in winter is beneficial to the mental health of many of our caregivers.
- As healthcare caregivers, we're called to serve those who are sometimes going through the most difficult health situations in life and are in a vulnerable state. We show up, love them, care for them, and provide the best treatments possible. We do this because that's who we are and that's the call we've answered. And our responsibility doesn't stop within the walls of our facilities or within the duties of our roles. Dr. King did something similar. Throughout his life, Dr. King championed important social causes such as poverty, discrimination, education, and housing — factors that many experts today refer to as the Social Determinants of Health.

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- Celebrating Dr. King's legacy — to unify and strengthen our communities — also aligns with our mission: helping people live the healthiest lives possible. His legacy continues to inspire us as we put our values into action: we put people first; we are better together; we are leaders in clinical excellence, and we do the right thing.
- Deemed as a 'National Day of Service,' Martin Luther King Jr. Day also supports our iAct volunteer program. We know caregivers care deeply about the communities we serve, and often look to Intermountain to help them find ways to give back. The iAct program is a way to empower caregivers to get involved outside of our facilities, while also showing you that what matters to you matters to us. MLK Jr. Day is a day you can get out and give back. To learn more about iAct, click here.

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