

Holidays

Life & Benefits - Main

AskHR

Benefits 

Flexwork

Pay & Compensation 

Recognition & Engagement 

Caregiver Recognition

Caregiver Engagement

Time Off 

Well Being

Intermountain Health observes eight holidays. This change was effective January 1, 2025. The eight holidays are:

- New Year's Day
- Martin Luther King Jr. Day
- Memorial Day
- Independence Day
- Labor Day
- Thanksgiving Day

- Christmas Eve
- Christmas Day

For more information, read our [Observed Holiday FAQs](#) and [Holiday PTO FAQs](#).

Holiday premium pay aligns to the eight observed holidays. Caregivers eligible for holiday premium pay include non-exempt (hourly) caregivers who are *required* to work during a holiday premium day. Caregivers in a leadership role (even if they are temporarily working in a non-management capacity) are not eligible to receive holiday premium pay. Any caregiver currently eligible for holiday premium pay will continue to be eligible in 2025.

This means starting January 1, 2025:

- For legacy Intermountain caregivers, President's Day and Pioneer Day are no longer eligible for holiday premium pay.
- For legacy SCL Health caregivers, Martin Luther King, Jr. Day and Christmas Eve are now eligible for holiday premium pay.
- We'll continue to offer other premiums and incentives in certain areas and for eligible roles to support staffing needs as they arise.

Premium pay is available on the actual holiday from 12:00 a.m. to 11:59 p.m., with the exception of New Year's Day, which will run from 7 p.m. on New Year's Eve to 7 p.m. on New Year's Day.



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36 South State St., Suite
200
Salt Lake City, UT 84111



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