



Search



My Tasks

My Requests



Logout

Tours

HR & Learning ▾

Technology Services ▾

Facilities & Biomed ▾

Professional Services ▾

Knowledge

Catalog

Org Chart

System Sta

KB0024205



Actions ▾

Holiday PTO FAQs

- 10mo ago • 5095 Views • ★★☆☆☆

What's the difference between paid time off (PTO) and an observed holiday?

Intermountain Health provides eligible full-time and part-time caregivers with PTO which is intended to cover time away from work that can be used for vacations, holidays, personal time, personal illness, or time off to care for others. Therefore, hours for observed holidays – days when Intermountain closes offices, clinics, and some services – are included in your PTO accrual. If you are off work for an observed company holiday, you will use PTO to get paid for the day off work.

Why does Intermountain require me to use PTO for observed holidays?

All of our paid time off hours – illnesses, vacations, observed holidays, mental health days, etc. – are accumulated into one bucket. A certain number of those hours is slated for company-observed holidays. This means if your work area closes in observance of a holiday, you can receive paid hours for that time.

Other companies have separate sick, vacation, and holiday banks. Why are we different?

Since we are not a typical 9-5, 5 days-a-week operation, we look at benefits like PTO differently. Survey data shows that most hospitals and health systems offer a single PTO bank of hours that includes vacation, sickness, and holidays. This provides flexibility, especially in locations that are open 24/7 or have extended hours. For example, if a bed-side caregiver must work on a holiday, our PTO structure allows them the flexibility to use that day another time.

Should a caregiver need more time off, Intermountain Health offers eligible caregivers several leaves of absence and a short-term disability plan.

Do I have to use PTO for holidays that Intermountain designates?

It depends on your role and work location. Your PTO bank can be used for all time away from work – vacation, sick days, observed holidays, leaves, etc. Each care site determines if it will be open or closed for any of Intermountain's observed holidays.

- If a care site or office stays open and a caregiver works that day, then that PTO will be 'banked,' allowing them to have the flexibility to use those PTO hours at another time.
- If a care site or office location is closed, and there is not a work option available, then the caregiver can use PTO hours.

Do PTO accruals include holidays, or do we get paid for 8 holidays in addition to PTO?

The 2025 PTO accrual rates include ten holidays each year (calculated based on someone working five 8-hour days per week for 52 weeks). In 2025, we align to eight holiday observances, this means that caregivers will have the flexibility to use two of those ten accrued holidays toward other holidays that are meaningful to them and their family personally, or any other purpose for that matter. PTO accruals are not being reduced. Caregivers are being given more flexibility to take time off that is meaningful to each individual. depends on your role and work location.

Hi, Joseph! I can help

you with HR and IT

services, information

and more.

How do these changes impact holiday premium pay?

Premium pay is an additional compensation given to an eligible group of caregivers for working under certain conditions or hours, like holidays. Just as we had discrepancies with observed holidays across the organization, holiday premium pay days also do not align. Legacy Intermountain Health recognizes 9 premium holidays, while legacy SCL Health recognizes 6.

We are aligning holiday premium pay days to the eight observed holidays, starting January 1, 2025.

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

*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.

We will continue to offer other premiums and incentives in certain areas and for eligible roles to support staffing needs as they arise. For Utah specifically, we will keep a close eye on requests for these resources for Pioneer Day.

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 to receive it in 2025.

Canyons and Desert specific

For legacy Intermountain caregivers, President's Day and Pioneer Day are no longer eligible for holiday premium pay.

Peaks Region specific

For legacy SCL Health caregivers, Martin Luther King Jr. Day and Christmas Eve are now eligible for holiday premium pay.

Who will determine what is open or closed on the observed holidays?

The decision to open or close a clinic, InstaCare, or other service line services (e.g., radiology or non-clinical areas like call centers) will be decided by Medical Group and/or hospital leadership in partnership with region leaders, and then communicated to leaders and caregivers.

[Copy Permalink](#)

Helpful?

Yes

No

58% found this useful

Rate this article

Most Viewed

How do I request timecard changes in UKG from a computer?

Judy Barnes • 51114 Views • 2d ago • ★★★★☆

How do I install the UKG Pro app on my mobile device?

Judy Barnes • 43345 Views • 2mo ago • ★★★★★

How do I create an Intermountain ADP account to get my W-2 online?

Judy Barnes • 38838 Views • 3mo ago • ★★★★☆

How do I request time off in UKG Pro Workforce Management?

Judy Barnes • 36300 Views • 17d ago • ★★★★★

How do I enroll, re-enroll, or unenroll in PingID?

Meridith McGlincy • 35428 Views • 10d ago • ★★★★★

Hi, Joseph! I can help you with HR and IT services, information and more.

Most Useful

How do I install the UKG Pro app on my mobile device?

Judy Barnes • 43345 Views • 2mo ago • ★★★★★

How do I add an attachment to ServiceHub?

Maura McGrath • 4111 Views • 17d ago • ★★★★☆

How do I request a PTO cashout?

Judy Barnes • 19972 Views • 8d ago • ★★★★★

What are the caregiver gifts for 2026?

Dani Kurtz • 10810 Views • 12d ago • ★★★★★

How do I calculate Relevant Years of Experience (RYOE) in Workday?

Sharon Galvez • 12045 Views • 3mo ago • ★★★☆☆

Hi, Joseph! I can help
you with HR and IT
services, information
and more.