

# 2025 Paid Holidays

## RETAIL, POST-RETAIL, E-COMMERCE, E-BOOKS, TRANSPORTATION, and RECYCLING Team Members Paid Holidays

Full-time Team Members of this group are eligible for holiday pay after successfully completing 90 days of continuous employment.

Hourly full-time Team Members will receive **8 hours** of pay when the business location is closed for these holidays.

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|----|------------------------|------------------|
| 1. | Sunday, April 20       | Easter Sunday    |
| 2. | Thursday, November 27  | Thanksgiving Day |
| 3. | Wednesday, December 24 | Christmas Eve    |
| 4. | Thursday, December 25  | Christmas Day    |

Hourly full-time Team Members who are required to work on these designated holidays will receive time and a half their regular hourly pay rate for each hour worked on those holidays. Hourly Team Members in this group who are not scheduled to work on these designated holidays will not receive pay for these days. Salaried Team Members who work on the holiday will receive another day off within the same pay period.

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|----|----------------------|-----------------------------|
| 1. | Wednesday, January 1 | New Year's Day              |
| 2. | Monday, January 20   | Martin Luther King, Jr. Day |
| 3. | Monday, May 26       | Memorial Day                |
| 4. | Friday, July 4       | Independence Day            |
| 5. | Monday, September 1  | Labor Day                   |

## GCC, GSG, and WORKFORCE ADVANCEMENT Team Members Paid Holidays\*

Full-time Team Members of this group are eligible for holiday pay after successfully completing 90 days of continuous employment. In order to receive pay for a scheduled holiday, you must have worked your regularly scheduled day before and the regularly scheduled day after the holiday or have been on an approved absence.

The Goodwill Community Center offices will be closed, and full-time Team Members of this group will receive 8 hours of pay on these designated holidays. Hourly full-time Team Members required to work on these designated holidays will receive time and a half their regular hourly pay rate for each hour worked on those holidays. Salaried Team Members who work on the holiday will receive another day off within the same pay period.

- |    |                      |                             |
|----|----------------------|-----------------------------|
| 1. | Wednesday, January 1 | New Year's Day              |
| 2. | Monday, January 20   | Martin Luther King, Jr. Day |
| 3. | Monday, May 26       | Memorial Day                |
| 4. | Thursday, June 19    | Juneteenth                  |

5.	Friday, July 4	Independence Day
6.	Monday, September 1	Labor Day
7.	Thursday, November 27	Thanksgiving Day
8.	Friday, November 28	Day after Thanksgiving
9.	Thursday, December 25	Christmas Day

*\* If a holiday falls on a Saturday, Team Members' paid day off will be the Friday prior. If a holiday falls on Sunday, Team Members' paid day off will be the Monday after.*

## **BLUE SOLUTIONS Team Members Working FEDERAL Contracts Paid Holidays**

Full-time Blue Solutions Team Members working federal contracts are eligible for holiday pay upon hire. In order to receive pay for a scheduled holiday, you must have worked your regularly scheduled day before and the regularly scheduled day after the holiday or have been on an approved absence.

Full-time Team Members of this group will receive 8 hours of pay on these designated holidays. Hourly full-time Team Members required to work on these designated holidays will receive 8 hours of pay plus time and a half their regular hourly pay rate for each hour worked on those holidays. Salaried Team Members who work on the holiday will receive another day off within the same pay period.

1.	Wednesday, January 1	New Year's Day
2.	Monday, January 20	Martin Luther King, Jr. Day
3.	Monday, February 17	Presidents' Day
4.	Monday, May 26	Memorial Day
5.	Thursday, June 19	Juneteenth
6.	Friday, July 4	Independence Day
7.	Monday, September 1	Labor Day
8.	Monday, October 13	Indigenous Peoples' Day
9.	Tuesday, November 11	Veterans Day
10.	Thursday, November 27	Thanksgiving Day
11.	Thursday, December 25	Christmas Day

## **COMMERCIAL SERVICES Team Members, Working STATE and PRIVATE Contracts Paid Holidays**

Full-time Team Members of this group are eligible for holiday upon hire. In order to receive pay for a scheduled holiday, you must have worked your regularly scheduled day before and the regularly scheduled day after the holiday or have been on an approved absence. Full-time Team Members of this group will receive 8 hours of pay on these designated holidays.

Hourly full-time Team Members required to work on these designated holidays will receive time and a half their regular hourly pay rate for each hour worked on those holidays. Salaried Team Members who work on the holiday will receive another day off within the same pay period.

1.	Wednesday, January 1	New Year's Day
2.	Monday, January 20	Martin Luther King, Jr. Day
3.	Monday, February 17	Presidents' Day
4.	Monday, May 26	Memorial Day
5.	Friday, July 4	Independence Day
6.	Monday, September 1	Labor Day
7.	Tuesday, November 11	Veterans Day
8.	Thursday, November 27	Thanksgiving Day
9.	Friday, November 28	Day after Thanksgiving
10.	Wednesday, December 24	Christmas Eve
11.	Thursday, December 25	Christmas Day

Updated: December 16, 2024