State Human Resources

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Governor

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To: Agency Heads and Chancellors

From: C. Neal Alexander, Jr.

Date: August 15, 2016

Subject: 2020 Holiday Schedule

Listed below are the holidays that will be observed by State employees during 2020.

New Year's Day	January 1, 2020	Wednesday
Martin Luther King, Jr. Birthday	January 20, 2020	Monday
Good Friday	April 10, 2020	Friday
Memorial Day	May 25, 2020	Monday
Independence Day	July 3, 2020	Friday
Labor Day	September 7, 2020	Monday
Veteran's Day	November 11, 2020	Wednesday
Thanksgiving	November 26 & 27, 2020	Thursday and Friday
Christmas	December 24, 25 & 28 2020	Thursday, Friday and Monday

NOTE: The schedule shall be used by all State agencies operating under the policies, rules and regulations of the Office of State Human Resources. Institutions of higher education and agencies requiring a twenty-four hour operation may adopt varying holiday schedules in keeping with operational needs, provided the employees are given the same number of holidays as approved by the State Human Resources Commission. Such special holiday schedules must be filed with the Office of State Human Resources.

It is recognized that some agencies may need to adopt an additional holiday schedule applicable to employees working in twenty-four hour operations; this schedule would designate as holidays the specific dates of the legal observances rather than the substitute weekdays when the observance occurs on Saturday or Sunday. This would be in keeping with the purpose of the holiday premium pay policy.