



2026 Holiday Guidelines

Holiday	Weekday	Date	Holiday Hours Remaining
Hire Date before 12/31			72
New Year's Day	Thursday	1/1/26	64
President's Day	Monday	2/16/26	56
Memorial Day	Monday	5/25/26	48
Independence Day	Friday	7/3/26	40
Labor Day	Monday	9/7/26	32
Thanksgiving Day	Thursday	11/26/26	24
Day after Thanksgiving	Friday	11/27/26	16
Christmas Eve	Thursday	12/24/26	8
Christmas Day	Friday	12/25/26	0
Floating Holiday*	Any	Any	8
		Total	80 Hours
*Floating holiday can be taken any day with prior approval from your manager. Anyone hired <i>after</i> 7/1/2026 is not eligible for the Floating Holiday			
NOTE: For those with a 4/10 schedule, holidays may be taken in 10-hour increments. However, the total allowable hours annually for holidays will not exceed 80 hours dependent upon date of hire.			



2026 Holiday Guidelines

The company will grant a maximum of 80 hours of Holiday pay at the beginning of the calendar year to all eligible employees for the following days:

<u>Holiday</u>	<u>Observance</u>
New Year's Day	Thursday, January 1, 2026
President's Day	Monday, February 16, 2026
Memorial Day	Monday, May 25, 2026
Floating Holiday*	To be used at the employee's discretion
Independence Day	Friday, July 3, 2026
Labor Day	Monday, September 7, 2026
Thanksgiving Day	Thursday, November 26, 2026
Day after Thanksgiving	Friday, November 27, 2026
Christmas Eve	Thursday, December 24, 2026
Christmas Day	Friday, December 25, 2026

The 10 holidays identified are normally compensated at 8 hours each. However, employees may observe 8 holidays at 10 hours each to comply with Client Schedules such as the 4 x 10 work week. In either case employees may not exceed a total of 80 hours holiday pay within the calendar year.

When a scheduled holiday falls on an employee's scheduled day off, then the employee must take either the previous or the next scheduled workday off as Holiday hours cannot be deferred.

If an hourly employee is required to work on a holiday the employee will be paid for both the holiday and hours worked. If a salaried employee is required to work on a holiday, the employee may take an equivalent number of hours off on the next scheduled workday.

Employees must work their regularly scheduled workday prior to and immediately following the holiday or be on a scheduled PTO to receive holiday pay.

Paid time off for holidays will not be counted as hours worked for the purpose of determining overtime.

*To be eligible for a floating holiday, the employee must be hired prior to July 1st.

~Omega Corporate offices will be closed on observed holidays as listed~