

2021 Calendar Year Holiday Schedule

(Holiday schedules differ depending on assigned area of the University.)

2021 Holidays	Coral Gables/RSMAS Campuses	Miller School of Medicine and UHealth ¹
New Year's Day	Friday, 1/1/2021	Friday, 1/1/2021
Martin Luther King, Jr. Day	Monday, 1/18/2021	Monday, 1/18/2021
Memorial Day	Monday, 5/31/2021	Monday, 5/31/21
Independence Day	Monday, 7/5/2021	Monday, 7/5/2021
Labor Day	Monday, 9/6/2021	Monday, 9/6/2021
Thanksgiving Holiday	Thursday & Friday, 11/25/2021 & 11/26/2021	Thursday, 11/25/2021
December Holidays	Thursday, Friday & Monday, 12/23, 12/24 & 12/27/2021	Friday, 12/24/2021 or Saturday, 12/25/2021
New Year's Eve	Thursday, 12/30/2021	N/A
New Year's Day	Friday, 12/31/2021	Friday, 12/31/2021 or Saturday, 1/1/2022
Floating Holidays ²	Up to 16 floating holiday hours per calendar year	UHealth and MSOM staff hired prior to 12/16/2019 receive up to 48 floating holiday hours per calendar year

1. UHealth:

- UHealth staff hired on or after 12/16/2019 must schedule time off in accordance with the [Paid Time Off](#) (PTO) policy to be paid for the above holidays. UHealth will recognize the designated holiday schedule above for the purpose of holiday premium payment only.
- Non-exempt UHealth staff hired before 12/16/2019, who are scheduled to work on an actual holiday that falls on a Saturday or Sunday, will have the Saturday or Sunday recognized as the designated holiday for the purpose of holiday premium pay and shall be granted a "substitute" holiday, provided that it is scheduled within the same workweek as the holiday workweek.
- Bargaining unit employees have PTO as described in the Collective Bargaining Agreement and recognizes the designated holiday schedule above for the purpose of holiday premium payment.

2. Staff working in facilities that close on non-University recognized federal holidays will be required to use a floating holiday/PTO to remain in pay status.

For more information, please refer to the [Holiday Pay and Floating Holidays](#) policy. If you have any questions, please contact HR-Total Rewards, your pay and benefits team, by completing the [online inquiry form](#) or calling 305-284-3004.