

2022 Calendar Year Holiday Schedule

(Holiday schedules differ depending on assigned area of the University and date of hire)

2022 Holidays	Coral Gables and RSMAS	Miller School of Medicine and UHealth ¹
New Year's Day	Friday, 12/31/2021	Friday, 12/31/2021 or Saturday, 1/1/2022
Martin Luther King, Jr. Day	Monday, 1/17/2022	Monday, 1/17/2022
Memorial Day	Monday, 5/30/2022	Monday, 5/30/22
Juneteenth	Monday, 6/20/2022	Monday, 6/20/2022
Independence Day	Monday, 7/4/2022	Monday, 7/4/2022
Labor Day	Monday, 9/5/2022	Monday, 9/5/2022
Thanksgiving Holiday	Thursday & Friday 11/24/2022 & 11/25/2022	Thursday, 11/24/2022
December Holidays	Friday, Monday, Tuesday 12/23, 12/26, 12/27/2022	Sunday, 12/25/2022 or Monday, 12/26/2022
New Year's Eve	Friday, 12/30/2022	N/A
New Year's Day	Monday, 1/2/2023	Sunday, 1/1/2023 or Monday, 1/2/2023
Floating Holidays ²	Up to 16 floating holiday hours per calendar year	Up to 48 floating holiday hours per calendar year for MSOM staff and UHealth staff hired prior to 12/16/2019

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 (with the exception of Juneteenth). 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.
- UHealth staff hired on or after 12/16/2019 and bargaining unit employees will receive up to 8 hours of holiday pay and will not be required to use PTO to remain in pay status for the Juneteenth holiday.

2. Staff working in facilities that close on non-University recognized federal holidays (such as President's Day or Veterans Day) will be required to use 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.