

# 2023 Calendar Year Holiday Schedule: UHealth and Miller School of Medicine

(Gables/Marine follow a separate holiday schedule available [here](#))

2023 Holidays	UHealth and Miller School of Medicine
New Year's Day	Sunday, 1/1/2023 or Monday, 1/2/2023
Martin Luther King, Jr. Day	Monday, 1/16/2023
Memorial Day	Monday, 5/29/2023
Juneteenth	Monday, 6/19/2023
Independence Day/Fourth of July	Tuesday, 7/4/2023
Labor Day	Monday, 9/4/2023
Thanksgiving Holiday	Thursday, 11/23/2023
December Holiday	Monday, 12/25/2023
New Year's Day	Monday, 1/1/2024

- UHealth staff hired **on or after** 12/16/2019 on Paid Time Off (PTO):
  - In accordance with the PTO policy, to receive pay for the above holidays (except for Juneteenth holiday), staff must schedule PTO time off. UHealth recognizes the designated holiday schedule above for the purpose of holiday premium payment.
  - For Juneteenth holiday, employees will receive up to 8 hours of holiday pay and will not be required to use PTO. Please see page 2 for more information.
- UHealth staff hired **before** 12/16/2019 and MSOM staff:
  - Staff who are scheduled to work on an actual holiday (e.g. New Year's Day, 1/1) will be paid holiday premium pay in accordance with the policy, and shall be granted a "substitute" holiday as long as the substitute holiday is scheduled within the same workweek as the actual holiday. [Click here](#) for information on entering a substitute holiday in Workday.
  - Staff working in facilities that close on non-UHealth recognized federal holidays (such as President's Day or Veterans Day) will be required to use a floating holiday to remain in pay status.
  - Up to 48 floating holiday hours are provided per calendar year. Floating holiday hours expire on 12/31.
- Bargaining unit staff, as described in the Collective Bargaining Agreement (CBA), shall use PTO and shall recognize the designated holiday schedule above for the purpose of holiday premium payment.

For more information, please refer to the [Holiday Pay and Floating Holidays](#) policy and to the [UHealth Corp Paid Time Off](#) 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.

## 2023 Juneteenth Holiday Details

### Eligibility

- All benefits eligible staff (exempt and non-exempt) and research limited term staff, with an FTE greater than .5, are entitled to be paid for the Juneteenth holiday.
  - Eligibility includes staff who earn PTO and staff in the Collective Bargaining Unit.
- Per diems, temporary staff, and student employees are not eligible for holiday pay or holiday premium pay, if worked. If they work the holiday, they receive regular pay.

### Staff

- Juneteenth holiday will be automatically paid and will appear as holiday pay for all full-time staff.
- All eligible staff will not be required to use PTO or vacation time to receive pay for the holiday.
- Non-exempt staff **who work** the holiday on 6/19 will receive:
  - 1.5x holiday worked, and
  - 1x hours of holiday pay

### Part-Time Staff who track time in Workday

- Workday timekeepers for eligible part-time staff with weekly scheduled work hours less than 37.5 hours and with an FTE greater than .5, **must enter holiday pay hours on their staff's Workday timecard in order for them receive pay for the Juneteenth holiday.**