

2024 Calendar Year Holiday Schedule

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

2024 Holidays	Coral Gables/Marine	Miller School of Medicine and UHealth ¹
New Year's Day	Monday, 1/1/2024	Monday, 1/1/2024
Martin Luther King, Jr. Day	Monday, 1/15/2024	Monday, 1/15/2024
Memorial Day	Monday, 5/27/2024	Monday, 5/27/2024
Juneteenth	Wednesday, 6/19/2024	Wednesday, 6/19/2024
Independence Day/Fourth of July	Thursday, 7/4/2024	Thursday, 7/4/2024
Labor Day	Monday, 9/2/2024	Monday, 9/2/2024
Thanksgiving	Thursday, 11/28/2024 Friday, 11/29/2024	Thursday, 11/28/2024
December Holidays	Tuesday, 12/24/2024 Wednesday, 12/25/2024 Thursday, 12/26/2024	Wednesday, 12/25/2024
New Year's Eve	Tuesday, 12/31/2024	N/A
New Year's Day 2025	Wednesday, 1/1/2025	Wednesday, 1/1/2025
Floating Holidays	Up to 16 floating holiday hours per calendar year	MSOM and UHealth staff (hired prior to 12/16/2019) receive up to 48 floating holiday hours per calendar year

- 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 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.

2024 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.**