

Jonathan C. Wangel, Esq.
Senior Assistant Vice President &
Deputy Counsel
Labor Relations

55 Water Street, 26th Floor
New York, NY 10041
Jonathan.Wangel@nychhc.org

TO: Human Resources Directors

FROM: Jonathan C. Wangel



DATE: August 18, 2025

SUBJECT: Dates of Observance of Paid Holidays for Calendar Year 2026 pursuant to the Citywide Agreement, Appendix A of the Prevailing Rate Agreements, Operating Procedure 20-26, and other collectively bargained agreements.

Below, please find the dates of observance of paid holidays for calendar year 2026. This schedule applies to both Group 11 and Group 12 employees.

<u>Holiday</u>	<u>Date Observed</u>
New Year's Day	January 1, 2026 (Thursday)
Martin Luther King Jr.'s Birthday*	January 19, 2026 (Monday)
Lincoln's Birthday*	February 12, 2026 (Thursday)
Washington's Birthday (Presidents' Day)	February 16, 2026 (Monday)
Memorial Day	May 25, 2026 (Monday)
Juneteenth*	June 19, 2026 (Friday)
Independence Day	July 3, 2026 (Friday)
Labor Day	September 7, 2026 (Monday)
Indigenous Peoples' Day/Italian Heritage Day/Columbus Day*	October 12, 2026 (Monday)
Election Day*	November 3, 2026 (Tuesday)
Veterans' Day	November 11, 2026 (Wednesday)
Thanksgiving Day	November 26, 2026 (Thursday)
Christmas Day	December 25, 2026 (Friday)

***See notes on Page 2**

Lincoln's Birthday: Interpretive Memorandum No. 84, issued by the City's Office of Labor Relations on July 15, 1996, announced that, effective January 1, 1997, the Citywide Agreement was amended to delete Lincoln's Birthday from the list of regular holidays for unionized employees (except those in prevailing rate titles) and to designate it, instead, as a "floating holiday." The Citywide Agreement was modified further to eliminate the floating holiday for covered employees newly hired on or after July 1, 2004.¹ Additionally, employees in the Staff Nurse collective bargaining unit are not entitled to the floating holiday.

The treatment of Lincoln's Birthday as a floating holiday continues to apply to Group 11 employees hired before July 15, 2004, but is eliminated for those newly hired on or after that date. The floating holiday must be used as outlined in Interpretive Memorandum No. 84. Please note that unless otherwise provided by an individual Comptroller's Determination, Lincoln's Birthday continues to be a holiday for employees in all prevailing rate titles except for City Laborers and Electricians. Effective Calendar Year 2021, Lincoln's Birthday shall be converted to a floating holiday for Electricians, Supervisor Electricians, and Electrician's Helpers. Use of the floating holiday for the Electricians Unit will be pursuant to the rules contained in the Citywide Agreement/Interpretive Memorandum No. 84 concerning floating holidays.

Juneteenth: In accordance with the April 22, 2022 side-letter between District Council 37, the City of New York and NYC H+H, the 2001-2021 Citywide Agreement was amended to include Juneteenth as a regular holiday with pay. Additional side letters for Unions and Locals not covered by the Citywide Agreement have also been executed to include Juneteenth as a paid holiday.

Registered Professional Nurses: Employees in the Staff Nurse collective bargaining unit, except those in the titles Home Health Nurse (Per Visit) and Staff Nurse (Per Hour), are entitled to nine of the above paid holidays. The following are not paid holidays for this unit: Martin Luther King's Birthday, Lincoln's Birthday, Columbus Day and Election Day. As noted above, nurses in the Staff Nurse collective bargaining unit are not entitled to the floating holiday.

C: Andrea Cohen
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 Yvette Villanueva
 Tatyana Seta
 Sonia Calle
 Andrea Chilaka
 Gabrielle M. Martinez
 Tonya Morgan
 Labor Relations Officers
 Payroll Managers
 Classification and Compensation

¹ This modification to the Citywide Agreement, which is part of a package of modifications, does not apply to new employees in collective bargaining units that received a waiver. The number of units with waivers may change through collective bargaining. Currently, the collective bargaining units that have a waiver are:

CBU 121, Institutional Titles (Local 237)
CBU 047, Special Officers (Local 237)
CBU 142, Public Information (Local 237)
CBU 075, Staff Nurses (NYSNA) (see above)
CBU 087, Pharmacists and Dietitians (SEIU 1199)
CBU 093, Microbiologists (SEIU 1199)
CBU 065, Licensed Practical Nurse (SEIU 1199)
CBU 035, Clinicians (Doctors Council)

JANUARY						
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HOLIDAYS

New Year's Day

Thursday, January 1st

Martin Luther King Jr's B-Day

Monday, January 19th

Lincoln's B-Day (Floating)

Thursday, February 12th

Eligible for employees hired before 7/1/2004

President's Day

Monday, February 16th

Memorial Day

Monday, May 25th

Juneteenth Day

Friday, June 19th

Independence Day

Friday, July 3rd

Labor Day

Monday, September 7th

Columbus Day

Monday, October 12th

Election Day

Tuesday, November 3rd

Veteran's Day

Wednesday, November 11th

Thanksgiving Day

Thursday, November 26th

Christmas Day

Friday, December 25th

 Holiday  Payday

JULY						
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DATE: September 23, 2024

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Memorial Day	May 26, 2025 (Monday)
Juneteenth*	June 19, 2025 (Thursday)
Independence Day	July 4, 2025 (Friday)
Labor Day	September 1, 2025 (Monday)
Indigenous Peoples' Day/Italian Heritage Day/Columbus Day*	October 13, 2025 (Monday)
Election Day*	November 4, 2025 (Tuesday)
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Columbus Day

Monday, October 13th

Election Day

Tuesday, November 4th

Veteran's Day

Tuesday, November 11th

Thanksgiving Day

Thursday, November 27th

Christmas Day

Thursday, December 25th



Holiday



Payday

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