NYC HEALTH+ HOSPITALS

Jonathan C. Wangel, Esq.
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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 11, 2026

SUBJECT: Dates of Observance of Paid Holidays for Calendar Year 2027 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 2027. This schedule applies to both Group 11 and Group 12 employees.

Holiday	**Date Observed**
New Year's Day	January 1, 2027 (Friday)
Martin Luther King Jr.'s Birthday*	January 18, 2027 (Monday)
Lincoln's Birthday*	February 12, 2027 (Friday)
Washington's Birthday (Presidents' Day)	February 15, 2027 (Monday)
Memorial Day	May 31, 2027 (Monday)
Juneteenth*	June 18, 2027 (Friday)
Independence Day	July 5, 2027 (Monday)
Labor Day	September 6, 2027 (Monday)
Indigenous Peoples' Day/Italian Heritage Day/Columbus Day*	October 11, 2027 (Monday)
Election Day*	November 2, 2027 (Tuesday)
Veterans' Day	November 11, 2027 (Thursday)
Thanksgiving Day	November 25, 2027 (Thursday)
Christmas Day	December 24, 2027 (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 <u>not</u> 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
Alexander Farah
Sonia Calle
Andrea Chilaka
Gabrielle M. Martinez
Tonya Morgan
Labor Relations Officers
Payroll Managers
Classification and Compensation

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[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)

NYC HEALTH+ HOSPITALS

2027

JANUARY

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FEBRUARY

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HOLIDAYS

New Year's Day
Friday, December 31st

Martin Luther King Jr's B-Day
Monday, January 18th

Lincoln's B-Day (Floating)
Friday, February 12th
Eligible for employees hired before 7/1/2004

President's Day
Monday, February 15th

Memorial Day
Monday, May 31st

Juneteenth Day
Friday, June 19th

Independence Day
Monday, July 5th

Labor Day
Monday, September 6th

Columbus Day
Monday, October 11th

Election Day
Tuesday, November 2nd

Veteran's Day
Thursday, November 11th

Thanksgiving Day
Thursday, November 25th

Christmas Day
Friday, December 24th

Holiday Payday

JULY

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AUGUST

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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)

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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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