

2012 ERC Paid Holiday Survey

November 2011

Conducted by ERC

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About ERC

ERC is Northeast Ohio's largest organization dedicated to HR and workplace programs, practices, training and consulting. ERC membership provides employers access to an incredible amount of information, expertise, and cost savings that supports the attraction, retention, and development of great employees. We also host the nationally recognized NorthCoast 99 program and sponsor the ERC Health insurance program. For more information about ERC, please visit www.ercnet.org.



Introduction & Methodology

This report summarizes the results of ERC's survey of organizations in Northeast Ohio, conducted in October and November of 2011, on paid holidays. The survey reports benchmark information on which holidays Northeast Ohio organizations plan to observe as full or half day paid holidays in 2012. The survey also provides information on holiday shutdown practices and special issues pertaining to the 2012 holiday schedule. Paid holiday information is reported by industry type and organizational size.

All ERC members were invited to participate in the survey starting on October 11th, 2011 via email invitation and other promotions, and participated in the survey throughout the month. The survey officially closed on November 4th, 2011. In order to provide the most reliable and accurate information, data was cleaned and duplicate records were removed. Any outliers or invalid data were also eliminated, yielding a final data set of 242 participating organizations, only from Northeast Ohio. Qualitative data was coded where applicable or analyzed according to commonality or major themes, and all quantitative data was analyzed using statistical software to ensure data validity and reliability.

This report shows several frequencies and response distributions. Frequencies of data responses may not total 100% exactly in some cases due to rounding of decimals or the ability for participating organizations to select multiple response options. In some cases, breakouts are not included due to quantity of data or insufficient sample.

Number of Paid Holidays Offered

Number of paid holidays offered by organizations

	Minimum	Maximum	Average
All Employers	5	15	10
Industry			
Manufacturing	5	15	11
Non-Manufacturing	7	14	10
Non-Profit	6	15	11
Organizational Size			
1-50	5	14	10
51-200	6	15	10
201-500	7	13	10
Over 500	6	14	10

Paid Holidays Offered – All Employers

Paid holidays offered | All Organizations

	Full Day	Half Day
Employee Birthday	6%	0%
One Floating Holiday	21%	0%
Two Floating Holidays	17%	0%
New Year's Eve 2011 – Friday, December 30 (as December 31 is a Saturday)	29%	3%
New Year's Day 2012 – Monday, January 2 (as January 1 is a Sunday)	89%	1%
Martin Luther King Jr. Day – Monday, January 16	15%	0%
Presidents Day – Monday, February 20	16%	0%
Good Friday – Friday, April 6	43%	5%
Memorial Day – Monday, May 28	99%	1%
Independence Day – Wednesday, July 4	99%	1%
Labor Day – Monday, September 3	97%	1%
Columbus Day – Monday, October 8	5%	0%
Veterans Day – Monday, November 12	6%	0%
Thanksgiving – Thursday, November 22	99%	1%
Day after Thanksgiving – Friday, November 23	83%	1%
Christmas Eve – Monday, December 24	66%	7%
Christmas – Tuesday, December 25	98%	0%
Day after Christmas – Wednesday, December 26th	11%	0%
New Year's Eve 2012 – Monday, December 31	33%	5%
New Year's Day 2013 – Tuesday, January 1	84%	0%
Day After New Year's – Wednesday, January 2	2%	0%

Paid Holidays Offered – By Industry

Paid holidays offered | Manufacturing

	Full Day	Half Day
Employee Birthday	7%	0%
One Floating Holiday	26%	0%
Two Floating Holidays	13%	1%
New Year's Eve 2011 – Friday, December 30 (as December 31 is a Saturday)	37%	2%
New Year's Day 2012 – Monday, January 2 (as January 1 is a Sunday)	88%	1%
Martin Luther King Jr. Day – Monday, January 16	1%	0%
Presidents Day – Monday, February 20	7%	1%
Good Friday – Friday, April 6	63%	4%
Memorial Day – Monday, May 28	98%	1%
Independence Day – Wednesday, July 4	99%	1%
Labor Day – Monday, September 3	97%	1%
Columbus Day – Monday, October 8	2%	0%
Veterans Day – Monday, November 12	2%	0%
Thanksgiving – Thursday, November 22	99%	1%
Day after Thanksgiving – Friday, November 23	91%	2%
Christmas Eve – Monday, December 24	82%	4%
Christmas – Tuesday, December 25	98%	1%
Day after Christmas – Wednesday, December 26th	14%	0%
New Year's Eve 2012 – Monday, December 31	46%	2%
New Year's Day 2013 – Tuesday, January 1	79%	0%
Day After New Year's – Wednesday, January 2	3%	0%

Paid holidays offered | Non-Manufacturing

	Full Day	Half Day
Employee Birthday	7%	0%
One Floating Holiday	18%	0%
Two Floating Holidays	19%	0%
New Year's Eve 2011 – Friday, December 30 (as December 31 is a Saturday)	15%	5%
New Year's Day 2012 – Monday, January 2 (as January 1 is a Sunday)	88%	0%
Martin Luther King Jr. Day – Monday, January 16	16%	0%
Presidents Day – Monday, February 20	16%	0%
Good Friday – Friday, April 6	22%	7%
Memorial Day – Monday, May 28	99%	0%
Independence Day – Wednesday, July 4	100%	0%
Labor Day – Monday, September 3	96%	0%
Columbus Day – Monday, October 8	5%	0%
Veterans Day – Monday, November 12	9%	0%
Thanksgiving – Thursday, November 22	98%	0%
Day after Thanksgiving – Friday, November 23	76%	0%
Christmas Eve – Monday, December 24	51%	9%
Christmas – Tuesday, December 25	99%	0%
Day after Christmas – Wednesday, December 26th	8%	1%
New Year's Eve 2012 – Monday, December 31	19%	9%
New Year's Day 2013 – Tuesday, January 1	89%	0%
Day After New Year's – Wednesday, January 2	1%	0%

Paid holidays offered | Non-Profit

	Full Day	Half Day
Employee Birthday	0%	0%
One Floating Holiday	10%	0%
Two Floating Holidays	29%	0%
New Year's Eve 2011 – Friday, December 30 (as December 31 is a Saturday)	29%	3%
New Year's Day 2012 – Monday, January 2 (as January 1 is a Sunday)	94%	3%
Martin Luther King Jr. Day – Monday, January 16	68%	3%
Presidents Day – Monday, February 20	48%	0%
Good Friday – Friday, April 6	23%	3%
Memorial Day – Monday, May 28	100%	3%
Independence Day – Wednesday, July 4	97%	3%
Labor Day – Monday, September 3	100%	3%
Columbus Day – Monday, October 8	16%	0%
Veterans Day – Monday, November 12	13%	0%
Thanksgiving – Thursday, November 22	100%	3%
Day after Thanksgiving – Friday, November 23	74%	0%
Christmas Eve – Monday, December 24	42%	10%
Christmas – Tuesday, December 25	94%	0%
Day after Christmas – Wednesday, December 26th	10%	0%
New Year's Eve 2012 – Monday, December 31	19%	6%
New Year's Day 2013 – Tuesday, January 1	87%	3%
Day After New Year's – Wednesday, January 2	3%	0%

Paid Holidays Offered – By Organizational Size

Paid holidays offered | 1-50

	Full Day	Half Day
Employee Birthday	7%	0%
One Floating Holiday	22%	0%
Two Floating Holidays	11%	2%
New Year's Eve 2011 – Friday, December 30 (as December 31 is a Saturday)	33%	2%
New Year's Day 2012 – Monday, January 2 (as January 1 is a Sunday)	87%	0%
Martin Luther King Jr. Day – Monday, January 16	11%	0%
Presidents Day – Monday, February 20	20%	0%
Good Friday – Friday, April 6	29%	7%
Memorial Day – Monday, May 28	98%	0%
Independence Day – Wednesday, July 4	98%	0%
Labor Day – Monday, September 3	98%	0%
Columbus Day – Monday, October 8	4%	0%
Veterans Day – Monday, November 12	7%	0%
Thanksgiving – Thursday, November 22	96%	0%
Day after Thanksgiving – Friday, November 23	80%	2%
Christmas Eve – Monday, December 24	60%	2%
Christmas – Tuesday, December 25	98%	0%
Day after Christmas – Wednesday, December 26th	4%	0%
New Year's Eve 2012 – Monday, December 31	33%	4%
New Year's Day 2013 – Tuesday, January 1	91%	0%
Day After New Year's – Wednesday, January 2	0%	0%

Paid holidays offered | 51-200

	Full Day	Half Day
Employee Birthday	6%	0%
One Floating Holiday	22%	0%
Two Floating Holidays	17%	0%
New Year's Eve 2011 – Friday, December 30 (as December 31 is a Saturday)	30%	3%
New Year's Day 2012 – Monday, January 2 (as January 1 is a Sunday)	90%	1%
Martin Luther King Jr. Day – Monday, January 16	15%	0%
Presidents Day – Monday, February 20	15%	1%
Good Friday – Friday, April 6	47%	6%
Memorial Day – Monday, May 28	99%	1%
Independence Day – Wednesday, July 4	99%	1%
Labor Day - Monday, September 3	98%	1%
Columbus Day – Monday, October 8	6%	0%
Veterans Day – Monday, November 12	6%	0%
Thanksgiving – Thursday, November 22	100%	1%
Day after Thanksgiving – Friday, November 23	85%	1%
Christmas Eve – Monday, December 24	69%	8%
Christmas – Tuesday, December 25	98%	1%
Day after Christmas – Wednesday, December 26th	8%	0%
New Year's Eve 2012 – Monday, December 31	34%	6%
New Year's Day 2013 – Tuesday, January 1	83%	0%
Day After New Year's – Wednesday, January 2	4%	0%

Paid holidays offered | 201-500

	Full Day	Half Day
Employee Birthday	6%	0%
One Floating Holiday	17%	0%
Two Floating Holidays	26%	0%
New Year's Eve 2011 – Friday, December 30 (as December 31 is a Saturday)	26%	0%
New Year's Day 2012 – Monday, January 2 (as January 1 is a Sunday)	89%	3%
Martin Luther King Jr. Day – Monday, January 16	14%	3%
Presidents Day – Monday, February 20	9%	0%
Good Friday – Friday, April 6	51%	0%
Memorial Day – Monday, May 28	100%	3%
Independence Day – Wednesday, July 4	100%	3%
Labor Day – Monday, September 3	94%	3%
Columbus Day – Monday, October 8	3%	0%
Veterans Day – Monday, November 12	3%	0%
Thanksgiving – Thursday, November 22	100%	3%
Day after Thanksgiving – Friday, November 23	89%	0%
Christmas Eve – Monday, December 24	77%	3%
Christmas – Tuesday, December 25	97%	0%
Day after Christmas – Wednesday, December 26th	29%	0%
New Year's Eve 2012 – Monday, December 31	40%	0%
New Year's Day 2013 – Tuesday, January 1	74%	3%
Day After New Year's – Wednesday, January 2	0%	0%

Paid holidays offered | Over 500

	Full Day	Half Day
Employee Birthday	12%	0%
One Floating Holiday	18%	0%
Two Floating Holidays	24%	0%
New Year's Eve 2011 – Friday, December 30 (as December 31 is a Saturday)	6%	12%
New Year's Day 2012 – Monday, January 2 (as January 1 is a Sunday)	88%	0%
Martin Luther King Jr. Day – Monday, January 16	29%	0%
Presidents Day – Monday, February 20	29%	0%
Good Friday – Friday, April 6	18%	6%
Memorial Day – Monday, May 28	100%	0%
Independence Day – Wednesday, July 4	100%	0%
Labor Day – Monday, September 3	100%	0%
Columbus Day – Monday, October 8	6%	0%
Veterans Day – Monday, November 12	12%	0%
Thanksgiving – Thursday, November 22	94%	0%
Day after Thanksgiving – Friday, November 23	71%	0%
Christmas Eve – Monday, December 24	35%	18%
Christmas – Tuesday, December 25	94%	0%
Day after Christmas – Wednesday, December 26th	12%	6%
New Year's Eve 2012 – Monday, December 31	18%	6%
New Year's Day 2013 – Tuesday, January 1	88%	0%
Day After New Year's – Wednesday, January 2	0%	0%

Special Holidays & Shutdowns

Organizations offering any other paid holidays for Independence Day in addition to those already specified

	Percent
All Employers	<1%
Industry	
Manufacturing	<1%
Non-Manufacturing	0%
Non-Profit	3%
Organizational Size	
1-50	0%
51-200	1%
201-500	0%
Over 500	0%

Other holidays cited: July 6th

Note: Some organizations permit early departure on July 3rd

Organizations offering any other paid holidays for Christmas in addition to those already specified

	Percent
All Employers	1%
Industry	
Manufacturing	2%
Non-Manufacturing	0%
Non-Profit	0%
Organizational Size	
1-50	0%
51-200	1%
201-500	0%
Over 500	0%

Other holidays cited: December 27th

Note: Some Organizations permit early departure on December 24th

Organizations having a shut-down between Christmas and New Year's

	Percent
All Employers	13%
Industry	
Manufacturing	21%
Non-Manufacturing	0%
Non-Profit	16%
Organizational Size	
1-50	18%
51-200	13%
201-500	14%
Over 500	6%

Christmas and New Year's shut-down dates | Manufacturing

Date	Count
December 17 – January 2	1
December 21 – January 1	1
December 23 – January 1	1
December 24 – 28	3
December 24 – 31	1
December 24 – January 2	2
December 25 – January 1	1
December 26 – 28	2
December 26 – 30	1
December 26 – 31	1
December 27 – 28	1
Dates undetermined	1

Christmas and New Year's shut-down dates | Non-Profit

Date	Count
December 23 – January 2	2
Dates Undetermined	1

Note: No shut-down dates specified for Non-Manufacturing respondents

Organizations having a summer shut-down

	Percent
All Employers	4%
Industry	
Manufacturing	5%
Non-Manufacturing	1%
Non-Profit	3%
Organizational Size	
1-50	2%
51-200	5%
201-500	3%
Over 500	0%

Summer shut-down dates | Manufacturing

Date	Count
July 2– 6	2
July 2 – 13	1
July 2 – 27	1

Note: No shut-down dates specified for non-manufacturing and non-profit respondents

Organizations planning mandatory overtime in 2012

	Percent
All Employers	69%
Industry	
Manufacturing	54%
Non-Manufacturing	82%
Non-Profit	90%
Organizational Size	
1-50	87%
51-200	66%
201-500	57%
Over 500	71%

Respondent Demographics

Below is a breakdown of the industries and sizes that respondents represent.

	Percent
Industry	
Manufacturing	51%
Non-Manufacturing	35%
Non-Profit	13%
Organizational Size	
1-50	19%
51-200	59%
201-500	14%
Over 500	7%

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