

2013 ERC Paid Holiday Survey

November 2012

Conducted by ERC
6700 Beta Drive, Suite 300,
Mayfield Village, OH 44143
440/684-9700
www.yourERC.com

ERC
Where Great Workplaces Start.

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.yourERC.com.



Table of Contents

Introduction & Methodology	3
Number of Paid Holidays Offered	4
Paid Holidays Offered - <i>All Employers</i>	5
Paid Holidays Offered - <i>By Industry</i>	6
Paid Holidays Offered - <i>By Organizational Size</i>	9
Special Holidays & Shutdowns	13
Respondent Demographics	19

Introduction & Methodology

This report summarizes the results of ERC's survey of organizations in Northeast Ohio, conducted in October and November of 2012, 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 2013. The survey also provides information on holiday shutdown practices and special issues pertaining to the 2013 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 9th via email invitation and other promotions, and participated in the survey throughout the month. The survey officially closed on November 9th. 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 202 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	3	16	10
Industry			
Manufacturing	4	16	11
Non-Manufacturing	3	14	10
Non-Profit	8	15	11
Organizational Size			
1-50	6	15	11
51-200	3	16	10
201-500	7	14	11
Over 500	8	14	11

Paid Holidays Offered– *All Employers*

Paid holidays offered | All Organizations

	Full Day	Half Day
Employee Birthday	7%	0%
One Floating Holiday	24%	0%
Two Floating Holidays	10%	0%
New Year's Eve 2012 – Monday, December 31	39%	10%
New Year's Day 2013 – Tuesday, January 1	98%	1%
Day after New Year's Day 2013- Wednesday, January 2	1%	0%
Martin Luther King Jr. Day – Monday, January 21	11%	0%
Presidents Day – Monday, February 18	8%	0%
Good Friday – Friday, March 29	40%	6%
Memorial Day – Monday, May 27	95%	1%
Independence Day – Thursday, July 4	98%	1%
Day after Independence Day- Friday, July 5	11%	0%
Labor Day – Monday, September 2	94%	1%
Columbus Day – Monday, October 14	3%	0%
Veterans Day – Monday, November 11	4%	0%
Thanksgiving – Thursday, November 28	99%	1%
Day after Thanksgiving – Friday, November 29	80%	1%
Christmas Eve – Tuesday, December 24	59%	11%
Christmas – Wednesday, December 25	98%	1%
Day after Christmas – Thursday, December 26	9%	0%
New Year's Eve 2013 – Tuesday, December 31	27%	11%
New Year's Day 2014 – Wednesday, January 1	84%	1%
Day After New Year's Day 2014 – Thursday, January 2	2%	0%

Paid Holidays Offered– *By Industry*

Paid holidays offered | Manufacturing

	Full Day	Half Day
Employee Birthday	7%	0%
One Floating Holiday	25%	1%
Two Floating Holidays	11%	0%
New Year's Eve 2012 – Monday, December 31	50%	3%
New Year's Day 2013 – Tuesday, January 1	98%	2%
Day after New Year's Day 2013- Wednesday, January 2	2%	0%
Martin Luther King Jr. Day – Monday, January 21	1%	0%
Presidents Day – Monday, February 18	3%	0%
Good Friday – Friday, March 29	57%	4%
Memorial Day – Monday, May 27	95%	3%
Independence Day – Thursday, July 4	97%	3%
Day after Independence Day- Friday, July 5	14%	0%
Labor Day – Monday, September 2	93%	3%
Columbus Day – Monday, October 14	0%	0%
Veterans Day – Monday, November 11	1%	0%
Thanksgiving – Thursday, November 28	97%	3%
Day after Thanksgiving – Friday, November 29	87%	3%
Christmas Eve – Tuesday, December 24	73%	6%
Christmas – Wednesday, December 25	97%	2%
Day after Christmas – Thursday, December 26	11%	0%
New Year's Eve 2013 – Tuesday, December 31	35%	5%
New Year's Day 2014 – Wednesday, January 1	82%	2%
Day After New Year's Day 2014 – Thursday, January 2	3%	0%

Paid holidays offered | Non-Manufacturing

	Full Day	Half Day
Employee Birthday	8%	0%
One Floating Holiday	24%	0%
Two Floating Holidays	6%	0%
New Year's Eve 2012 – Monday, December 31	20%	20%
New Year's Day 2013 – Tuesday, January 1	97%	0%
Day after New Year's Day 2013- Wednesday, January 2	0%	0%
Martin Luther King Jr. Day – Monday, January 21	11%	0%
Presidents Day – Monday, February 18	10%	0%
Good Friday – Friday, March 29	18%	11%
Memorial Day – Monday, May 27	94%	0%
Independence Day – Thursday, July 4	97%	0%
Day after Independence Day- Friday, July 5	10%	10%
Labor Day – Monday, September 2	94%	0%
Columbus Day – Monday, October 14	6%	0%
Veterans Day – Monday, November 11	7%	0%
Thanksgiving – Thursday, November 28	100%	0%
Day after Thanksgiving – Friday, November 29	72%	0%
Christmas Eve – Tuesday, December 24	38%	18%
Christmas – Wednesday, December 25	99%	0%
Day after Christmas – Thursday, December 26	8%	0%
New Year's Eve 2013 – Tuesday, December 31	13%	18%
New Year's Day 2014 – Wednesday, January 1	85%	1%
Day After New Year's Day 2014 – Thursday, January 2	1%	0%

Paid holidays offered | Non-Profit

	Full Day	Half Day
Employee Birthday	5%	0%
One Floating Holiday	16%	0%
Two Floating Holidays	26%	0%
New Year's Eve 2012 – Monday, December 31	42%	21%
New Year's Day 2013 – Tuesday, January 1	100%	0%
Day after New Year's Day 2013- Wednesday, January 2	0%	0%
Martin Luther King Jr. Day – Monday, January 21	68%	0%
Presidents Day – Monday, February 18	32%	0%
Good Friday – Friday, March 29	21%	0%
Memorial Day – Monday, May 27	100%	0%
Independence Day – Thursday, July 4	100%	0%
Day after Independence Day- Friday, July 5	0%	0%
Labor Day – Monday, September 2	100%	0%
Columbus Day – Monday, October 14	16%	0%
Veterans Day – Monday, November 11	11%	0%
Thanksgiving – Thursday, November 28	100%	0%
Day after Thanksgiving – Friday, November 29	68%	0%
Christmas Eve – Tuesday, December 24	53%	16%
Christmas – Wednesday, December 25	100%	0%
Day after Christmas – Thursday, December 26	5%	0%
New Year's Eve 2013 – Tuesday, December 31	37%	21%
New Year's Day 2014 – Wednesday, January 1	95%	0%
Day After New Year's Day 2014 – Thursday, January 2	0%	0%

Paid Holidays Offered– *By Organizational Size*

Paid holidays offered | 1-50 employees

	Full Day	Half Day
Employee Birthday	8%	0%
One Floating Holiday	28%	0%
Two Floating Holidays	13%	0%
New Year's Eve 2012 – Monday, December 31	36%	15%
New Year's Day 2013 – Tuesday, January 1	100%	0%
Day after New Year's Day 2013- Wednesday, January 2	0%	0%
Martin Luther King Jr. Day – Monday, January 21	18%	0%
Presidents Day – Monday, February 18	13%	0%
Good Friday – Friday, March 29	36%	5%
Memorial Day – Monday, May 27	97%	0%
Independence Day – Thursday, July 4	100%	0%
Day after Independence Day- Friday, July 5	8%	0%
Labor Day – Monday, September 2	100%	0%
Columbus Day – Monday, October 14	8%	0%
Veterans Day – Monday, November 11	8%	0%
Thanksgiving – Thursday, November 28	100%	0%
Day after Thanksgiving – Friday, November 29	79%	0%
Christmas Eve – Tuesday, December 24	59%	10%
Christmas – Wednesday, December 25	97%	0%
Day after Christmas – Thursday, December 26	13%	0%
New Year's Eve 2013 – Tuesday, December 31	26%	15%
New Year's Day 2014 – Wednesday, January 1	85%	0%
Day After New Year's Day 2014 – Thursday, January 2	3%	0%

Paid holidays offered | 51-200 employees

	Full Day	Half Day
Employee Birthday	6%	0%
One Floating Holiday	24%	1%
Two Floating Holidays	10%	0%
New Year's Eve 2012 – Monday, December 31	38%	8%
New Year's Day 2013 – Tuesday, January 1	97%	2%
Day after New Year's Day 2013- Wednesday, January 2	2%	0%
Martin Luther King Jr. Day – Monday, January 21	4%	0%
Presidents Day – Monday, February 18	5%	0%
Good Friday – Friday, March 29	44%	6%
Memorial Day – Monday, May 27	93%	3%
Independence Day – Thursday, July 4	96%	3%
Day after Independence Day- Friday, July 5	12%	0%
Labor Day – Monday, September 2	91%	3%
Columbus Day – Monday, October 14	1%	0%
Veterans Day – Monday, November 11	2%	0%
Thanksgiving – Thursday, November 28	97%	3%
Day after Thanksgiving – Friday, November 29	81%	3%
Christmas Eve – Tuesday, December 24	58%	12%
Christmas – Wednesday, December 25	97%	2%
Day after Christmas – Thursday, December 26	9%	0%
New Year's Eve 2013 – Tuesday, December 31	23%	8%
New Year's Day 2014 – Wednesday, January 1	83%	3%
Day After New Year's Day 2014 – Thursday, January 2	3%	0%

Paid holidays offered | 201-500 employees

	Full Day	Half Day
Employee Birthday	7%	0%
One Floating Holiday	28%	0%
Two Floating Holidays	10%	0%
New Year's Eve 2012 – Monday, December 31	48%	7%
New Year's Day 2013 – Tuesday, January 1	97%	0%
Day after New Year's Day 2013- Wednesday, January 2	0%	0%
Martin Luther King Jr. Day – Monday, January 21	14%	0%
Presidents Day – Monday, February 18	7%	0%
Good Friday – Friday, March 29	34%	7%%
Memorial Day – Monday, May 27	100%	0%
Independence Day – Thursday, July 4	100%	0%
Day after Independence Day- Friday, July 5	14%	0%
Labor Day – Monday, September 2	93%	0%
Columbus Day – Monday, October 14	3%	0%
Veterans Day – Monday, November 11	3%	0%
Thanksgiving – Thursday, November 28	100%	0%
Day after Thanksgiving – Friday, November 29	86%	0%
Christmas Eve – Tuesday, December 24	66%	7%
Christmas – Wednesday, December 25	100%	0%
Day after Christmas – Thursday, December 26	3%	0%
New Year's Eve 2013 – Tuesday, December 31	31%	14%
New Year's Day 2014 – Wednesday, January 1	93%	0%
Day After New Year's Day 2014 – Thursday, January 2	0%	0%

Paid holidays offered | Over 500 employees

	Full Day	Half Day
Employee Birthday	15%	0%
One Floating Holiday	10%	0%
Two Floating Holidays	10%	0%
New Year's Eve 2012 – Monday, December 31	35%	20%
New Year's Day 2013 – Tuesday, January 1	100%	0%
Day after New Year's Day 2013- Wednesday, January 2	30%	0%
Martin Luther King Jr. Day – Monday, January 21	0%	0%
Presidents Day – Monday, February 18	15%	0%
Good Friday – Friday, March 29	30%	5%
Memorial Day – Monday, May 27	95%	0%
Independence Day – Thursday, July 4	100%	0%
Day after Independence Day- Friday, July 5	10%	0%
Labor Day – Monday, September 2	100%	0%
Columbus Day – Monday, October 14	10%	0%
Veterans Day – Monday, November 11	10%	0%
Thanksgiving – Thursday, November 28	100%	0%
Day after Thanksgiving – Friday, November 29	65%	0%
Christmas Eve – Tuesday, December 24	55%	15%
Christmas – Wednesday, December 25	100%	0%
Day after Christmas – Thursday, December 26	15%	0%
New Year's Eve 2013 – Tuesday, December 31	50%	15%
New Year's Day 2014 – Wednesday, January 1	75%	0%
Day After New Year's Day 2014 – Thursday, January 2	0%	0%

Special Holidays & Shutdowns

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

	Percent
All Employers	2%
Industry	
Manufacturing	4%
Non-Manufacturing	0%
Non-Profit	0%
Organizational Size	
1-50	0%
51-200	2%
201-500	3%
Over 500	10%

Other holidays cited:

Monday, December 23rd

Friday, December 27th

Monday, December 30th

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

	Percent
All Employers	11%
Industry	
Manufacturing	16%
Non-Manufacturing	3%
Non-Profit	11%
Organizational Size	
1-50	5%
51-200	11%
201-500	17%
Over 500	15%

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

Date	Count
December 17 – January 6	1
December 23 – 27	1
December 23 – 29	1
December 23 – January 1	3
December 24 – 28	1
December 24 – January 1	4
December 24 – January 2	1
December 25 – 28	1
December 26 – 30	1
December 26 – 31	1

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

Date	Count
December 24 – January 3	1

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

Date	Count
December 24 – January 2	2

Organizations having a summer shut-down

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

Summer shut-down dates | Manufacturing

Date	Count
July 1 – 5	3
July 1 – 19	1

Note: No summer shut-down dates were specified for non-manufacturing or non-profit respondents.

Organizations planning mandatory overtime in 2013

	Percent
All Employers	34%
Industry	
Manufacturing	47%
Non-Manufacturing	17%
Non-Profit	17%
Organizational Size	
1-50	21%
51-200	37%
201-500	45%
Over 500	22%

Respondent Demographics

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

	Percent
Industry	
Manufacturing	55%
Non-Manufacturing	35%
Non-Profit	9%
Organizational Size	
1-50	19%
51-200	56%
201-500	14%
Over 500	10%

2013 ERC Paid Holiday Survey

Conducted by ERC

6700 Beta Drive, Suite 300

Mayfield Village, OH 44143

440/684-9700

www.yourERC.com

Be sure to follow us online for the latest survey information from ERC:



www.yourERC.com



[linkedin.com/groups?gid=86241](https://www.linkedin.com/groups?gid=86241)



twitter.com/connectwithERC