

2016 ERC Paid Holiday Survey

November 2015

Conducted by ERC
387 Golf View Lane, Suite 100
Highland Heights, OH 44143
440-684-9700 | www.yourERC.com

ERC
Where Great Workplaces Start.

Terms of Use

Copyright © 2015. All rights reserved. No part of this survey may be publically displayed, reproduced, redistributed or resold to third-parties, or otherwise commercially exploited, without prior written permission from ERC. Violation of these terms may result in termination of membership and/or legal action.

The information contained in this report is for informational purposes only and should not be relied upon or considered a substitute for professional or legal advice. ERC will not be responsible for any loss to you or any third party resulting from any decision or action taken in reliance of this information. ERC recommends that you consult your legal counsel regarding workplace matters if and when appropriate.

If litigation is brought upon your firm for copyright infringements or violation of these terms of use, your organization will assume ALL legal expenses incurred on behalf of ERC and, if a member of ERC, your membership with ERC will be suspended pending the outcome of the litigation.

Notice to HR Service Providers (including, but not limited to: Staffing Firms, Consultants, Brokers and Law Firms) – Information from ERC may not be used for your organization's financial gain. This includes directly/indirectly sharing or disseminating ERC survey information for the benefit of your clients. Violators will be prosecuted to the fullest extent of the law.

Table of Contents

About Us	3
Introduction & Methodology	4
Number of Paid Holidays Offered	5
Paid Holidays Offered - <i>All Employers</i>	6
Paid Holidays Offered - <i>Industry</i>	7
Paid Holidays Offered - <i>Organizational Size</i>	10
Special Holidays & Shutdowns	14
Respondent Demographics	18
Participating Organizations	19

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.



Where Great Workplaces Start.

Introduction & Methodology

This report summarizes the results of ERC's survey of organizations in Northeast Ohio, conducted in October and November of 2015, 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 2016. The survey also provides information on holiday shutdown practices and special issues pertaining to the 2016 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 6 via email invitation and other promotions, and participated in the survey throughout the month. The survey officially closed on November 6. 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 130 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

Figure 1 | Number of paid holidays offered by organizations

	Minimum	Maximum	Average	Median
All Employers	3.0	15.0	10.1	10.0
Industry				
Manufacturing	7.0	15.0	10.7	11.0
Non-Manufacturing	3.0	13.0	9.0	9.0
Non-Profit	7.0	14.0	9.9	10.0
Organizational Size				
1-50	7.0	14.0	10.5	11.0
51-200	3.0	15.0	10.0	10.0
201-500	6.0	13.0	10.3	11.0
Over 500	6.0	13.0	9.1	8.0

Paid Holidays – All Employers

Figure 2 | Paid Holidays Offered | All Organizations

	Full Day	Half Day
Employee Birthday	7%	0%
One Floating Holiday	20%	0%
Two Floating Holidays	22%	0%
New Year's Eve 2015 - Thursday, December 31, 2015	34%	8%
New Year's Day 2016 - Friday, January 1, 2016	100%	0%
Martin Luther King, Jr. Day - Monday, January 18, 2016	8%	0%
President's Day - Monday, February 15, 2016	4%	0%
Good Friday - Friday, March 25, 2016	42%	5%
Easter Monday (day after Easter) - Monday, March 28, 2016	4%	0%
Memorial Day - Monday, May 30, 2016	98%	0%
Independence Day - Monday, July 4, 2016	99%	0%
Labor Day - Monday, September 5, 2015	97%	0%
Columbus Day - Monday, October 10, 2016	2%	0%
Veterans Day - Friday, November 11, 2016	2%	0%
Day before Thanksgiving - Wednesday, November 23, 2016	6%	2%
Thanksgiving - Thursday, November 24, 2016	99%	0%
Day after Thanksgiving - Friday, November 25, 2016	74%	1%
Day before Christmas Eve - Friday, December 23, 2016	52%	5%
Christmas Day (observed) - Monday, December 26, 2016	96%	0%
Day before New Year's Eve 2016 - Friday, December 30, 2016	24%	4%
New Year's Day 2017 (observed) - Monday, January 2, 2017	85%	0%

Paid Holidays – *Industry*

Figure 2a | Paid Holidays Offered | Manufacturing

	Full Day	Half Day
Employee Birthday	5%	0%
One Floating Holiday	25%	0%
Two Floating Holidays	22%	0%
New Year's Eve 2015 - Thursday, December 31, 2015	47%	5%
New Year's Day 2016 - Friday, January 1, 2016	100%	0%
Martin Luther King, Jr. Day - Monday, January 18, 2016	0%	0%
President's Day - Monday, February 15, 2016	1%	0%
Good Friday - Friday, March 25, 2016	62%	4%
Easter Monday (day after Easter) - Monday, March 28, 2016	4%	0%
Memorial Day - Monday, May 30, 2016	99%	0%
Independence Day - Monday, July 4, 2016	100%	0%
Labor Day - Monday, September 5, 2015	99%	0%
Columbus Day - Monday, October 10, 2016	0%	0%
Veterans Day - Friday, November 11, 2016	0%	0%
Day before Thanksgiving - Wednesday, November 23, 2016	7%	1%
Thanksgiving - Thursday, November 24, 2016	100%	0%
Day after Thanksgiving - Friday, November 25, 2016	84%	0%
Day before Christmas Eve - Friday, December 23, 2016	63%	4%
Christmas Day (observed) - Monday, December 26, 2016	100%	0%
Day before New Year's Eve 2016 - Friday, December 30, 2016	30%	3%
New Year's Day 2017 (observed) - Monday, January 2, 2017	89%	0%

Figure 2b | Paid Holidays Offered | Non-Manufacturing

	Full Day	Half Day
Employee Birthday	8%	0%
One Floating Holiday	13%	0%
Two Floating Holidays	18%	0%
New Year's Eve 2015 - Thursday, December 31, 2015	18%	13%
New Year's Day 2016 - Friday, January 1, 2016	100%	0%
Martin Luther King, Jr. Day - Monday, January 18, 2016	3%	0%
President's Day - Monday, February 15, 2016	0%	0%
Good Friday - Friday, March 25, 2016	18%	8%
Easter Monday (day after Easter) - Monday, March 28, 2016	5%	0%
Memorial Day - Monday, May 30, 2016	95%	0%
Independence Day - Monday, July 4, 2016	97%	0%
Labor Day - Monday, September 5, 2015	92%	0%
Columbus Day - Monday, October 10, 2016	0%	0%
Veterans Day - Friday, November 11, 2016	3%	0%
Day before Thanksgiving - Wednesday, November 23, 2016	8%	5%
Thanksgiving - Thursday, November 24, 2016	100%	0%
Day after Thanksgiving - Friday, November 25, 2016	55%	3%
Day before Christmas Eve - Friday, December 23, 2016	37%	8%
Christmas Day (observed) - Monday, December 26, 2016	92%	0%
Day before New Year's Eve 2016 - Friday, December 30, 2016	16%	5%
New Year's Day 2017 (observed) - Monday, January 2, 2017	82%	0%

Figure 2c | Paid Holidays Offered | Non-Profit

	Full Day	Half Day
Employee Birthday	11%	0%
One Floating Holiday	11%	0%
Two Floating Holidays	28%	0%
New Year's Eve 2015 - Thursday, December 31, 2015	11%	11%
New Year's Day 2016 - Friday, January 1, 2016	100%	0%
Martin Luther King, Jr. Day - Monday, January 18, 2016	44%	0%
President's Day - Monday, February 15, 2016	22%	0%
Good Friday - Friday, March 25, 2016	17%	0%
Easter Monday (day after Easter) - Monday, March 28, 2016	0%	0%
Memorial Day - Monday, May 30, 2016	100%	0%
Independence Day - Monday, July 4, 2016	100%	0%
Labor Day - Monday, September 5, 2015	100%	0%
Columbus Day - Monday, October 10, 2016	11%	0%
Veterans Day - Friday, November 11, 2016	11%	0%
Day before Thanksgiving - Wednesday, November 23, 2016	0%	0%
Thanksgiving - Thursday, November 24, 2016	94%	0%
Day after Thanksgiving - Friday, November 25, 2016	72%	0%
Day before Christmas Eve - Friday, December 23, 2016	39%	0%
Christmas Day (observed) - Monday, December 26, 2016	89%	0%
Day before New Year's Eve 2016 - Friday, December 30, 2016	11%	6%
New Year's Day 2017 (observed) - Monday, January 2, 2017	78%	0%

Paid Holidays – Organizational Size

Figure 3a | Paid Holidays Offered | 1-50 Employees

	Full Day	Half Day
Employee Birthday	3%	0%
One Floating Holiday	21%	0%
Two Floating Holidays	24%	0%
New Year's Eve 2015 - Thursday, December 31, 2015	45%	3%
New Year's Day 2016 - Friday, January 1, 2016	100%	0%
Martin Luther King, Jr. Day - Monday, January 18, 2016	6%	0%
President's Day - Monday, February 15, 2016	9%	0%
Good Friday - Friday, March 25, 2016	39%	6%
Easter Monday (day after Easter) - Monday, March 28, 2016	3%	0%
Memorial Day - Monday, May 30, 2016	100%	0%
Independence Day - Monday, July 4, 2016	100%	0%
Labor Day - Monday, September 5, 2015	100%	0%
Columbus Day - Monday, October 10, 2016	3%	0%
Veterans Day - Friday, November 11, 2016	3%	0%
Day before Thanksgiving - Wednesday, November 23, 2016	12%	0%
Thanksgiving - Thursday, November 24, 2016	97%	0%
Day after Thanksgiving - Friday, November 25, 2016	76%	0%
Day before Christmas Eve - Friday, December 23, 2016	61%	0%
Christmas Day (observed) - Monday, December 26, 2016	97%	0%
Day before New Year's Eve 2016 - Friday, December 30, 2016	33%	0%
New Year's Day 2017 (observed) - Monday, January 2, 2017	88%	0%

Figure 3b | Paid Holidays Offered | 51-200 Employees

	Full Day	Half Day
Employee Birthday	9%	0%
One Floating Holiday	17%	0%
Two Floating Holidays	19%	0%
New Year's Eve 2015 - Thursday, December 31, 2015	32%	12%
New Year's Day 2016 - Friday, January 1, 2016	100%	0%
Martin Luther King, Jr. Day - Monday, January 18, 2016	7%	0%
President's Day - Monday, February 15, 2016	1%	0%
Good Friday - Friday, March 25, 2016	46%	4%
Easter Monday (day after Easter) - Monday, March 28, 2016	6%	0%
Memorial Day - Monday, May 30, 2016	96%	0%
Independence Day - Monday, July 4, 2016	99%	0%
Labor Day - Monday, September 5, 2015	96%	0%
Columbus Day - Monday, October 10, 2016	0%	0%
Veterans Day - Friday, November 11, 2016	0%	0%
Day before Thanksgiving - Wednesday, November 23, 2016	4%	3%
Thanksgiving - Thursday, November 24, 2016	100%	0%
Day after Thanksgiving - Friday, November 25, 2016	78%	1%
Day before Christmas Eve - Friday, December 23, 2016	52%	9%
Christmas Day (observed) - Monday, December 26, 2016	96%	0%
Day before New Year's Eve 2016 - Friday, December 30, 2016	20%	6%
New Year's Day 2017 (observed) - Monday, January 2, 2017	86%	0%

Figure 3c | Paid Holidays Offered | 201-500 Employees

	Full Day	Half Day
Employee Birthday	12%	0%
One Floating Holiday	24%	0%
Two Floating Holidays	35%	0%
New Year's Eve 2015 - Thursday, December 31, 2015	29%	6%
New Year's Day 2016 - Friday, January 1, 2016	100%	0%
Martin Luther King, Jr. Day - Monday, January 18, 2016	0%	0%
President's Day - Monday, February 15, 2016	0%	0%
Good Friday - Friday, March 25, 2016	47%	0%
Easter Monday (day after Easter) - Monday, March 28, 2016	0%	0%
Memorial Day - Monday, May 30, 2016	100%	0%
Independence Day - Monday, July 4, 2016	100%	0%
Labor Day - Monday, September 5, 2015	100%	0%
Columbus Day - Monday, October 10, 2016	0%	0%
Veterans Day - Friday, November 11, 2016	0%	0%
Day before Thanksgiving - Wednesday, November 23, 2016	6%	6%
Thanksgiving - Thursday, November 24, 2016	100%	0%
Day after Thanksgiving - Friday, November 25, 2016	65%	0%
Day before Christmas Eve - Friday, December 23, 2016	65%	0%
Christmas Day (observed) - Monday, December 26, 2016	94%	0%
Day before New Year's Eve 2016 - Friday, December 30, 2016	29%	6%
New Year's Day 2017 (observed) - Monday, January 2, 2017	76%	0%

Figure 3d | Paid Holidays Offered | Over 500 Employees

	Full Day	Half Day
Employee Birthday	0%	0%
One Floating Holiday	27%	0%
Two Floating Holidays	9%	0%
New Year's Eve 2015 - Thursday, December 31, 2015	18%	9%
New Year's Day 2016 - Friday, January 1, 2016	100%	0%
Martin Luther King, Jr. Day - Monday, January 18, 2016	27%	0%
President's Day - Monday, February 15, 2016	9%	0%
Good Friday - Friday, March 25, 2016	18%	9%
Easter Monday (day after Easter) - Monday, March 28, 2016	0%	0%
Memorial Day - Monday, May 30, 2016	100%	0%
Independence Day - Monday, July 4, 2016	100%	0%
Labor Day - Monday, September 5, 2015	91%	0%
Columbus Day - Monday, October 10, 2016	9%	0%
Veterans Day - Friday, November 11, 2016	18%	0%
Day before Thanksgiving - Wednesday, November 23, 2016	0%	0%
Thanksgiving - Thursday, November 24, 2016	100%	0%
Day after Thanksgiving - Friday, November 25, 2016	55%	0%
Day before Christmas Eve - Friday, December 23, 2016	9%	0%
Christmas Day (observed) - Monday, December 26, 2016	100%	0%
Day before New Year's Eve 2016 - Friday, December 30, 2016	9%	0%
New Year's Day 2017 (observed) - Monday, January 2, 2017	91%	0%

Special Holidays & Shutdowns

Figure 4 | Organizations offering any other paid holidays for Independence Day in addition to those already specified

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

Other holidays cited: July 1, 2016

Figure 5 | Organizations offering any other paid holidays for Christmas in addition to those already specified

	Percent
All Employers	3%
Industry	
Manufacturing	4%
Non-Manufacturing	0%
Non-Profit	6%
Organizational Size	
1-50	0%
51-200	6%
201-500	0%
Over 500	0%

Other holidays cited: Full day before Christmas or day after Christmas, 12/24 and 12/25 (in addition to 12/23 and 12/26), Possibly 12/22 and 12/23

Figure 6 | Organizations offering any other paid holidays for New Year's in addition to those already specified

	Percent
All Employers	2%
Industry	
Manufacturing	3%
Non-Manufacturing	0%
Non-Profit	0%
Organizational Size	
1-50	0%
51-200	1%
201-500	6%
Over 500	0%

Other holidays cited: Observing Thursday (29) and Friday (30)

Figure 7 | Organizations offering any other paid holidays in addition to those already specified

	Percent
All Employers	5%
Industry	
Manufacturing	5%
Non-Manufacturing	5%
Non-Profit	6%
Organizational Size	
1-50	6%
51-200	6%
201-500	6%
Over 500	0%

Other holidays cited: Three (3) floating holidays, additional floating holiday, Day before Memorial Day, 3 floating holidays total, Easter if the employee works

Figure 8 | Organizations having a shut-down between Christmas and New Year's

	Percent
All Employers	12%
Industry	
Manufacturing	18%
Non-Manufacturing	0%
Non-Profit	12%
Organizational Size	
1-50	6%
51-200	16%
201-500	12%
Over 500	0%

Figure 8a | Christmas and New Year's Shut-Down Dates | Manufacturing

Date	Count
December 18 - January 3	1
December 23 - January 2	1
December 23 - January 3	1
December 24 - January 3	2
December 26 - December 28	1
December 26 - December 30	1
December 26 - January 1	1
December 26 - January 2 (plant)	1
December 27 - December 28	1
December 28 - December 30	1
December 28 - December 30 (plant)	1
December 28 - December 31 (plant)	1
December 28 - January 1	1

Figure 8b | Christmas and New Year's Shut-Down Dates | Non-Profit

Date	Count
December 23 - January 2	1

Note: No winter shut-down dates were specified for non-manufacturing respondents.

Figure 9 | Organizations having a summer shut-down

	Percent
All Employers	5%
Industry	
Manufacturing	10%
Non-Manufacturing	0%
Non-Profit	0%
Organizational Size	
1-50	6%
51-200	6%
201-500	6%
Over 500	0%

Figure 9a | Summer Shut-Down Dates | Manufacturing

Date	Count
June 28 - July 4	1
July 2 - July 17	1
July 4 - July 8	2
July 17 - July 30	2

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

Figure 10 | Organizations planning mandatory overtime in 2016

	Percent
All Employers	32%
Industry	
Manufacturing	47%
Non-Manufacturing	18%
Non-Profit	0%
Organizational Size	
1-50	16%
51-200	29%
201-500	71%
Over 500	36%

Respondent Demographics

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

	Percent
Industry	
Manufacturing	57%
Non-Manufacturing	29%
Non-Profit	14%
Organizational Size	
1-50	25%
51-200	53%
201-500	13%
Over 500	8%

Participating Organizations

Many thanks to the following organizations for their participation in this survey:

1 EDI Source
 A Raymond Tinnerman
 ABS Materials
 Akron Energy Systems, LLC
 Alloy Bellows & Precision Welding, Inc.
 Aluminum Line Products Company
 Bardons & Oliver
 Bass Security Services, Inc.
 Bay Corporation
 Benjamin Rose Institute on Aging
 Bettcher Industries, Inc.
 Bravo Wellness, LLC
 C&K Industrial Service, Inc.
 C.TRAC, Inc.
 CASNET
 Chapman & Chapman, Inc.
 Clark-Reliance Corporation
 Cleveland Housing Network
 Cleveland Steel Container
 Cleveland Thermal
 Clinical Specialties, an Option Care owned Company
 CNC A Global Body & Equipment Company
 Coastal Pet Products, Inc.
 Corporate Screening Services, Inc.
 Cres Cor
 Crystal Clinic
 Custom Products
 Delta Systems, Inc.
 Dix & Eaton
 ECKART America
 EGC Enterprises
 Empaco Equipment Corporation
 Energy Focus, Inc.
 EnerSys
 Erie County Board of Commissioners
 Findaway
 FormFire
 Fusion Incorporated
 GLT Companies
 Gotta Groove Records
 Graco Ohio
 Grand River Academy
 Great Lakes Brewing Company
 Greater Cleveland Food Bank
 Harley-Davidson Dealer Systems
 Hinkley Lighting
 Holden Arboretum
 ICI Metals, Inc.
 ID Images
 Interstate-McBee, LLC
 Iten Industries
 Jet, Inc.
 Kaydon Corp
 Kennametal
 Kichler Lighting
 King's Medical Group
 Kobelco Stewart Bolling, Inc.
 Lanly Company
 Lexipol, LLC
 Litigation Management, Inc.
 Lumitex, Inc.
 Main Street Gourmet
 Majestic Steel USA
 Malco Products, Inc.
 Maloney + Novotny, LLC
 MatPlus
 Mature Services, Inc.
 Mayfran International
 MB Dynamics
 Meyer Products
 Midical Service Company
 Midwest Industrial Supply, Inc.
 Miles Farmers Market
 MJM Industries
 Multi-Wing America
 NCS
 Noble-Davis Consulting, Inc.
 NOPEC
 Northeast Ohio Regional Sewer District
 Oakwood Laboratories, LLC
 One Health Organization
 OSG USA, Inc.
 Owens Corning - Tallmadge Plant
 Park Place Technologies
 Pearne & Gordon, LLP
 Port of Cleveland
 Primary Packaging, Inc.
 Process Technology
 Professional Travel, Inc.
 Pyramyd Air Ltd.
 Pyrotek Inc.
 Quaker Mfg. Corp
 Ramco Specialties
 Ranpak Corp
 RBB Systems
 Refrigeration Sales Corp
 Rhenium Alloys, Inc.
 Ritrama, Inc.
 Robin Industries, Inc.
 Rock and Roll Hall of Fame and Museum
 Ross Environmental Services, Inc.
 Salem Area Chamber of Commerce

Shannon Wagner
Staffing Solutions Enterprises
State Industrial Products
Stop'n' Go of Medina
Superior Roll Forming
Tangent Company, LLC
The Cleveland Orchestra
The Congregation of St. Joseph
The Enterprise Corporation
The National Telephone Supply Company
The Step2 Company, LLC
Transfer Express
Tylok International, Inc.
United Disability Services
Valfilm
Wayne Homes
Wheeler-Rex
Whirlaway Corporation
Wholesale Supplies Plus
Xact Spec Industries, LLC
Zion Industries, Inc.

2016 ERC Paid Holiday Survey

Conducted by ERC

387 Golf View Lane, Suite 100
Highland Heights, 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