

Holidays can be confusing as there are national (federal) holidays, bank holiday and state holidays. Verify those in your area with Human Resources at your place of business, especially before planning vacations or weekend get-aways!

[Federal Holidays listed through 2020](#)

The following are legal holidays and need to be treated as such by employers:

- New Year's Day January 1*
- Martin Luther King Day Third Monday in January
- Memorial Day Last Monday in May
- Independence Day July 4*
- Labor Day First Monday in September
- Columbus Day Second Monday in October
- Veterans' Day November 11*
- Thanksgiving Day Fourth Thursday in November
- Christmas Day December 25*

*If a holiday falls on a Sunday, the day following is observed as the legal holiday.