

2018 ERC PAID HOLIDAY SURVEY

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ABOUT US

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.



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INTRODUCTION & METHODOLOGY

This report summarizes the results of ERC's survey of organizations in Northeast Ohio, conducted in fall of 2017, on paid holidays for the upcoming calendar year. The survey reports benchmark information on which holidays Northeast Ohio organizations plan to observe as full or half day paid holidays in 2018. The survey also provides information on holiday shutdown practices and special issues pertaining to the 2018 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 2nd via email invitation and other promotions, and participated in the survey throughout the month. The survey officially closed on October 27th. 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 137 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.

KEY FINDINGS

WEEKDAY HOLIDAYS BRING A RETURN TO “NORMALCY”

After a couple of years with major holidays (and their respective “eves”), i.e. Christmas and New Year’s, falling on weekends, 2018 is a return to normalcy with the actual holiday dates being given as the paid holidays. Even the 4th of July, which in 2018 falls on a Wednesday, has fewer organizations providing “additional” days off around the holiday itself. As a mid-week holiday, organizations likely aren’t anticipating getting as many requests for extended weekends or the like that had previously warranted company-wide “extra” days off.

A PERFECT 10

Last year’s survey saw a slightly lower average number of paid company holidays provided than employers are projecting for 2018. Some of this change is likely a result of the “eves” being added back into the holiday calendar at the majority of organizations. We also saw a slight uptick in the percentage of organizations offering other “floating” paid holidays over 2017 that may be driving the average number up to just over 10 days in 2018.

SHUTDOWNS REMAIN UNCOMMON, CONSISTENT

The most common time for an organization to “shutdown” operations for their organization is during the week between Christmas and New Year’s, although the exact dates do vary. Summer shutdowns around the 4th of July are becoming increasingly rare and apply only to manufacturers in this year’s survey sample. It is important to note that these shutdowns are in fact separate from *paid* holiday closures or light-work time periods, which a small cross-section of the sample across various industries do provide to their employees.

TOTAL NUMBER OF PAID HOLIDAYS

FIGURE 1 | Total number of paid holidays offered

	Minimum	Maximum	Average	Median
All Employers	6.0	15.0	10.3	10.3
Industry				
Manufacturing	6.0	14.0	10.4	10.5
Non-Manufacturing	6.0	14.0	9.8	10.0
Non-Profit	6.0	15.0	10.9	11.0
Organizational Size				
1-50	6.0	14.0	10.1	10.3
51-200	7.0	15.0	10.7	10.8
201-500	6.0	13.0	9.8	10.0
Over 500	6.0	14.0	9.5	9.5

PAID HOLIDAYS OFFERED

ALL ORGANIZATIONS

FIGURE 2 | Paid Holidays Offered | All Organizations

	Full Day	Half Day
Employee Birthday	5%	0%
One Floating Holiday	20%	1%
Two Floating Holidays	20%	0%
New Year's Eve 2017 - Sunday, December 31, 2017	26%	4%
New Year's Day 2018 - Monday, January 1, 2018	100%	1%
Martin Luther King, Jr. Day - Monday, January 15, 2018	17%	0%
President's Day - Monday, February 19, 2018	12%	0%
Good Friday - Friday, March 30, 2018	36%	7%
Easter Monday (day after Easter) - Monday, April 2, 2018	7%	1%
Memorial Day - Monday, May 28, 2018	98%	1%
Independence Day - Wednesday, July 4, 2018	99%	1%
Labor Day - Monday, September 3, 2018	96%	0%
Columbus Day - Monday, October 8, 2018	4%	0%
Veterans Day (observed) - Monday, November 12, 2018	7%	0%
Day before Thanksgiving - Wednesday, November 21, 2018	2%	2%
Thanksgiving - Thursday, November 22, 2018	100%	1%
Day after Thanksgiving - Friday, November 23, 2018	72%	1%
Christmas Eve - Monday, December 24, 2018	65%	5%
Christmas Day - Tuesday, December 25, 2018	99%	1%
New Year's Eve 2018 - Monday, December 31, 2018	40%	6%
New Year's Day 2019 - Tuesday, January 1, 2019	88%	0%

BY INDUSTRY TYPE

FIGURE 2a | Paid Holidays Offered | Manufacturing

	Full Day	Half Day
Employee Birthday	3%	0%
One Floating Holiday	29%	3%
Two Floating Holidays	21%	0%
New Year's Eve 2017 - Sunday, December 31, 2017	33%	3%
New Year's Day 2018 - Monday, January 1, 2018	100%	2%
Martin Luther King, Jr. Day - Monday, January 15, 2018	0%	0%
President's Day - Monday, February 19, 2018	0%	0%
Good Friday - Friday, March 30, 2018	52%	6%
Easter Monday (day after Easter) - Monday, April 2, 2018	8%	2%
Memorial Day - Monday, May 28, 2018	98%	2%
Independence Day - Wednesday, July 4, 2018	100%	2%
Labor Day - Monday, September 3, 2018	97%	0%
Columbus Day - Monday, October 8, 2018	0%	0%
Veterans Day (observed) - Monday, November 12, 2018	0%	0%
Day before Thanksgiving - Wednesday, November 21, 2018	3%	0%
Thanksgiving - Thursday, November 22, 2018	100%	2%
Day after Thanksgiving - Friday, November 23, 2018	77%	2%
Christmas Eve - Monday, December 24, 2018	76%	3%
Christmas Day - Tuesday, December 25, 2018	100%	2%
New Year's Eve 2018 - Monday, December 31, 2018	44%	5%
New Year's Day 2019 - Tuesday, January 1, 2019	85%	0%

FIGURE 2b | Paid Holidays Offered | Non-Manufacturing

	Full Day	Half Day
Employee Birthday	9%	0%
One Floating Holiday	13%	0%
Two Floating Holidays	16%	0%
New Year's Eve 2017 - Sunday, December 31, 2017	22%	2%
New Year's Day 2018 - Monday, January 1, 2018	100%	0%
Martin Luther King, Jr. Day - Monday, January 15, 2018	9%	0%
President's Day - Monday, February 19, 2018	11%	0%
Good Friday - Friday, March 30, 2018	22%	7%
Easter Monday (day after Easter) - Monday, April 2, 2018	7%	0%
Memorial Day - Monday, May 28, 2018	96%	0%
Independence Day - Wednesday, July 4, 2018	98%	0%
Labor Day - Monday, September 3, 2018	93%	0%
Columbus Day - Monday, October 8, 2018	0%	0%
Veterans Day (observed) - Monday, November 12, 2018	4%	0%
Day before Thanksgiving - Wednesday, November 21, 2018	2%	2%
Thanksgiving - Thursday, November 22, 2018	100%	0%
Day after Thanksgiving - Friday, November 23, 2018	71%	0%
Christmas Eve - Monday, December 24, 2018	62%	4%
Christmas Day - Tuesday, December 25, 2018	100%	0%
New Year's Eve 2018 - Monday, December 31, 2018	40%	4%
New Year's Day 2019 - Tuesday, January 1, 2019	91%	0%

FIGURE 2c | Paid Holidays Offered | Non-Profit

	Full Day	Half Day
Employee Birthday	4%	0%
One Floating Holiday	9%	0%
Two Floating Holidays	26%	0%
New Year's Eve 2017 - Sunday, December 31, 2017	13%	13%
New Year's Day 2018 - Monday, January 1, 2018	100%	0%
Martin Luther King, Jr. Day - Monday, January 15, 2018	83%	0%
President's Day - Monday, February 19, 2018	48%	0%
Good Friday - Friday, March 30, 2018	17%	9%
Easter Monday (day after Easter) - Monday, April 2, 2018	4%	0%
Memorial Day - Monday, May 28, 2018	100%	0%
Independence Day - Wednesday, July 4, 2018	100%	0%
Labor Day - Monday, September 3, 2018	96%	0%
Columbus Day - Monday, October 8, 2018	26%	0%
Veterans Day (observed) - Monday, November 12, 2018	30%	0%
Day before Thanksgiving - Wednesday, November 21, 2018	0%	9%
Thanksgiving - Thursday, November 22, 2018	100%	0%
Day after Thanksgiving - Friday, November 23, 2018	61%	0%
Christmas Eve - Monday, December 24, 2018	39%	13%
Christmas Day - Tuesday, December 25, 2018	96%	0%
New Year's Eve 2018 - Monday, December 31, 2018	26%	13%
New Year's Day 2019 - Tuesday, January 1, 2019	87%	0%

BY ORGANIZATIONAL SIZE

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

	Full Day	Half Day
Employee Birthday	9%	0%
One Floating Holiday	12%	0%
Two Floating Holidays	24%	0%
New Year's Eve 2017 - Sunday, December 31, 2017	18%	0%
New Year's Day 2018 - Monday, January 1, 2018	100%	0%
Martin Luther King, Jr. Day - Monday, January 15, 2018	12%	0%
President's Day - Monday, February 19, 2018	15%	0%
Good Friday - Friday, March 30, 2018	29%	6%
Easter Monday (day after Easter) - Monday, April 2, 2018	9%	0%
Memorial Day - Monday, May 28, 2018	97%	0%
Independence Day - Wednesday, July 4, 2018	100%	0%
Labor Day - Monday, September 3, 2018	97%	0%
Columbus Day - Monday, October 8, 2018	6%	0%
Veterans Day (observed) - Monday, November 12, 2018	6%	0%
Day before Thanksgiving - Wednesday, November 21, 2018	6%	0%
Thanksgiving - Thursday, November 22, 2018	100%	0%
Day after Thanksgiving - Friday, November 23, 2018	71%	0%
Christmas Eve - Monday, December 24, 2018	68%	3%
Christmas Day - Tuesday, December 25, 2018	100%	0%
New Year's Eve 2018 - Monday, December 31, 2018	35%	3%
New Year's Day 2019 - Tuesday, January 1, 2019	88%	0%

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

	Full Day	Half Day
Employee Birthday	6%	0%
One Floating Holiday	27%	3%
Two Floating Holidays	17%	0%
New Year's Eve 2017 - Sunday, December 31, 2017	29%	7%
New Year's Day 2018 - Monday, January 1, 2018	100%	1%
Martin Luther King, Jr. Day - Monday, January 15, 2018	16%	0%
President's Day - Monday, February 19, 2018	10%	0%
Good Friday - Friday, March 30, 2018	40%	9%
Easter Monday (day after Easter) - Monday, April 2, 2018	9%	1%
Memorial Day - Monday, May 28, 2018	99%	1%
Independence Day - Wednesday, July 4, 2018	99%	1%
Labor Day - Monday, September 3, 2018	96%	0%
Columbus Day - Monday, October 8, 2018	4%	0%
Veterans Day (observed) - Monday, November 12, 2018	7%	0%
Day before Thanksgiving - Wednesday, November 21, 2018	1%	4%
Thanksgiving - Thursday, November 22, 2018	100%	1%
Day after Thanksgiving - Friday, November 23, 2018	83%	1%
Christmas Eve - Monday, December 24, 2018	67%	7%
Christmas Day - Tuesday, December 25, 2018	100%	1%
New Year's Eve 2018 - Monday, December 31, 2018	41%	9%
New Year's Day 2019 - Tuesday, January 1, 2019	91%	0%

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

	Full Day	Half Day
Employee Birthday	0%	0%
One Floating Holiday	19%	0%
Two Floating Holidays	25%	0%
New Year's Eve 2017 - Sunday, December 31, 2017	31%	6%
New Year's Day 2018 - Monday, January 1, 2018	100%	0%
Martin Luther King, Jr. Day - Monday, January 15, 2018	13%	0%
President's Day - Monday, February 19, 2018	6%	0%
Good Friday - Friday, March 30, 2018	44%	6%
Easter Monday (day after Easter) - Monday, April 2, 2018	0%	0%
Memorial Day - Monday, May 28, 2018	94%	0%
Independence Day - Wednesday, July 4, 2018	100%	0%
Labor Day - Monday, September 3, 2018	100%	0%
Columbus Day - Monday, October 8, 2018	0%	0%
Veterans Day (observed) - Monday, November 12, 2018	0%	0%
Day before Thanksgiving - Wednesday, November 21, 2018	0%	0%
Thanksgiving - Thursday, November 22, 2018	100%	0%
Day after Thanksgiving - Friday, November 23, 2018	63%	0%
Christmas Eve - Monday, December 24, 2018	69%	6%
Christmas Day - Tuesday, December 25, 2018	94%	0%
New Year's Eve 2018 - Monday, December 31, 2018	44%	6%
New Year's Day 2019 - Tuesday, January 1, 2019	69%	0%

FIGURE 3d | Paid Holidays Offered | Over 500 Employees

	Full Day	Half Day
Employee Birthday	0%	0%
One Floating Holiday	7%	0%
Two Floating Holidays	21%	0%
New Year's Eve 2017 - Sunday, December 31, 2017	29%	0%
New Year's Day 2018 - Monday, January 1, 2018	100%	0%
Martin Luther King, Jr. Day - Monday, January 15, 2018	43%	0%
President's Day - Monday, February 19, 2018	21%	0%
Good Friday - Friday, March 30, 2018	21%	0%
Easter Monday (day after Easter) - Monday, April 2, 2018	0%	0%
Memorial Day - Monday, May 28, 2018	100%	0%
Independence Day - Wednesday, July 4, 2018	100%	0%
Labor Day - Monday, September 3, 2018	86%	0%
Columbus Day - Monday, October 8, 2018	7%	0%
Veterans Day (observed) - Monday, November 12, 2018	14%	0%
Day before Thanksgiving - Wednesday, November 21, 2018	0%	0%
Thanksgiving - Thursday, November 22, 2018	100%	0%
Day after Thanksgiving - Friday, November 23, 2018	36%	0%
Christmas Eve - Monday, December 24, 2018	43%	0%
Christmas Day - Tuesday, December 25, 2018	100%	0%
New Year's Eve 2018 - Monday, December 31, 2018	36%	0%
New Year's Day 2019 - Tuesday, January 1, 2019	86%	0%

SPECIAL HOLIDAYS & SHUTDOWNS

FIGURE 4 | Other paid holidays for Christmas in addition to those already specified

	Percent
All Organizations	9%
Industry	
Manufacturing	9%
Non-Manufacturing	9%
Non-Profit	9%
Organizational Size	
1-50	9%
51-200	13%
201-500	0%
Over 500	0%

Other holidays cited:

- December 26th, 27th, 28th
- Close early last weekday before Christmas Eve
- Day before
- Day after
- After or before depending on where it falls
- December 26th
- December 24th
- Week between Christmas & New Year's
- December 26th
- Christmas Eve Day through day after New Year's Day
- Possibly Christmas Eve

FIGURE 5 | Other paid holidays for New Year's in addition to those already specified

	Percent
All Organizations	5%
Industry	
Manufacturing	6%
Non-Manufacturing	4%
Non-Profit	4%
Organizational Size	
1-50	9%
51-200	6%
201-500	0%
Over 500	0%

Other holidays cited:

- Day before
- Day after
- December 31
- January 2nd
- Possibly New Year's Eve

FIGURE 6 | Any other paid holidays in addition to those already specified

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

FIGURE 7 | Organizations having a shut-down between Christmas and New Year's

	Percent
All Organizations	13%
Industry	
Manufacturing	18%
Non-Manufacturing	7%
Non-Profit	13%
Organizational Size	
1-50	9%
51-200	19%
201-500	6%
Over 500	7%

FIGURE 7a | Christmas to New Year's shut down dates & details reported by industry type:

MANUFACTURING

- December 24th - January 2nd
- December 27th, 28th, and 29th
- Christmas Eve to the day after New Year's Day
- Closed on December 24th through January 1st. Return to work on January 2nd.
- Shut down production to one shift to do inventory counts from December 26th - January 2nd.
- Depending on how many production work days fall during the Christmas/New Year's week and how many key employees request off, we generally shut down plant operations at some point. Does not apply to office personnel.
- December 27th & 28th

NON-MANUFACTURING

- Day after Christmas through December 29th

NON-PROFIT

- Christmas Eve through New Year's Day

FIGURE 8 | Organizations having a summer shut-down

	Percent
All Organizations	4%
Industry	
Manufacturing	8%
Non-Manufacturing	0%
Non-Profit	0%
Organizational Size	
1-50	0%
51-200	4%
201-500	6%
Over 500	7%

FIGURE 8a | Summer shut-down dates & details reported by industry type*:

MANUFACTURING

- Depending on business conditions. If so, the week of Independence Day (July 2nd - July 6th).
- Not confirmed yet, generally June 25th, 2018- July 8th, 2018
- July 30th, 2018 - August 3rd, 2018
- TBD - Late June/early July
- Around 4th of July for maintenance

***Note:** No organizations in the non-manufacturing or non-profit industries reported projecting a summer shut-down for 2018.

FIGURE 9 | Organizations planning mandatory overtime in 2018

	Percent
All Organizations	28%
Industry	
Manufacturing	49%
Non-Manufacturing	7%
Non-Profit	4%
Organizational Size	
1-50	18%
51-200	30%
201-500	44%
Over 500	21%

RESPONDENT DEMOGRAPHICS

FIGURE 10 | Industry types and organizational sizes of the 137 participants

	Percent
Industry	
Manufacturing	50%
Non-Manufacturing	33%
Non-Profit	17%
Organizational Size	
1-50	26%
51-200	52%
201-500	12%
Over 500	10%

PARTICIPATING ORGANIZATIONS

THANK YOU TO THE FOLLOWING ORGANIZATIONS FOR THEIR PARTICIPATION!

Accurate Metal Sawing	Gebauer Company
Akron Energy Systems, LLC	Gerber Poultry, Inc.
Akron Polymer Products	GLT Companies
Alloy Bellows & Precision Welding	Gotta Groove Records, Inc.
Alpine Dairy, LLC	Greater Cleveland Partnership
Aluminum Line Products Company	Hinkley Lighting
AM Industrial Group	Hunter International, Inc.
ARaymond Tinnerman	HW&Co.
Avalution Consulting	ICI Metals, Inc.
Bainbridge Township	ID Images
Bay Corporation	Integrated Marketing Technologies, Inc.
Beck Center for the Arts	Intigral, Inc.
Bevan & Associates	JumpStart Inc.
Beverage Machine and Fabricators, Inc.	K2M Design
Brennan Industries	Kahiki Foods
Burton D. Morgan Foundation	Kenan Advantage Group
C&K Industrial Services, Inc.	Kerr Lakeside, Inc.
CAD Audio	Kinetico Incorporated
CASNET	Kraft Fluid Systems, Inc.
Cast Nylons Limited	KYOCERA SGS Precision Tools, Inc.
Catholic Charities, Diocese of Cleveland	L.A.N.D. studio, Inc.
Choice Cabinet	Lake Health
City of Green	Lanly Company
Clark-Reliance Corporation	LayerZero Power Systems, Inc.
Cleveland Clinic	LUMA Property Group
Cleveland Sight Center	Lumitex, Inc.
Corporate Screening Services, Inc.	Majestic Steel USA
CPP Corp	Maloney + Novotny, LLC
Cres Cor	Mar-Bal, Inc.
Crystal Clinic	MarshBerry
CSA Group	Mature Services, Inc.
Custom Products	Mazanec, Raskin & Ryder
Cutting Dynamics, Inc.	MB Dynamics
Cuyahoga County Board of Health	McGean-Rohco, Inc.
Destination Cleveland	Meister Media Worldwide
Dix & Eaton	Meyer Products
Duramax Marine, LLC	MJM Industries
EGC Enterprises	NAE/NWAN
Empaco Equipment Corporation	Nagy's Collision Centers
Enerco Group, Inc.	NCSI
Energizer	NetShape Technologies
ExactCare Pharmacy	Neundorfer, Inc.
Excelas, LLC	New Avenues to Independence
Fencorp Properties, Inc.	NN, Inc. (Whirlaway)
Fire-Dex	NOPEC
Firefighters Community Credit Union	Northeast Ohio Regional Sewer District
Five Lakes Professional Services	OEConnection, LLC
Flow Polymers, LLC	OhioGuidestone
FormFire	OMNOVA Solutions
Freeman Mfg. & Supply Co.	OSG USA, Inc.
Fusion, Inc.	Parkwood, LLC

Pearne & Gordon LLP
Process Technology
Professional Travel Inc.
Pyrotek Inc.
Quality Community Management, Inc.
quasar energy group
Ramco Specialties
Ranpak Corp
RDA Management
Robin Industries, Inc.
Safran Power USA, LLC
Samsel Supply Co.
Shiloh Industries
SIFCO Industries, Inc.
Solon Specialty Wire
State and Federal Communications, Inc.

State Industrial Products
Talan Products, Inc.
The Center for Health Affairs
The Dyson Corporation
The HC Companies, Inc.
The Hiram House
The MetroHealth System
Thompson Hine LLP
Tomlinson Industries
Towards Employment
Trelleborg Sealing Profiles U.S, Inc.
Tylok International, Inc.
Unique Paving Materials Corp.
Vitamix
Wheeler-Rex
Zion Industries, Inc.

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