

OBERLIN

COLLEGE & CONSERVATORY

Department of Human Resources

TO: UAW Employees
FROM: Maggie Nieves
Deputy Human Resources Officer
DATE: August 25, 2021
SUBJECT: Holidays in 2021-22

The College will observe the following holidays through the end of the 2021-22 fiscal year:

Independence Day	Monday	July 5, 2021
Labor Day	Monday	September 6, 2021
Thanksgiving Day	Thursday	November 25, 2021
Christmas Day	Friday	December 24, 2021
New Year's Day	Friday	December 31, 2021
Martin Luther King Day	Monday	January 17, 2022
Memorial Day	Monday	May 30, 2022

Winter Shutdown

The College will be closed this year from Friday, December 24, 2021, through Sunday, January 2, 2022. The College and UAW have agreed upon the following dates to be used as floating holidays during the shutdown period. **Any dates not covered by a contractual holiday or deemed floating holiday, will need to be covered by the employees benefit time, unless that employee is scheduled to work by the department.**

- Monday, December 27, 2021 – floating holiday
- Tuesday, December 28, 2021 – floating holiday
- Thursday, December 30, 2021 – floating holiday

Religious holidays or the day after Thanksgiving can be observed by using an agreed upon floating holiday. Employees who are required to work on Easter Sunday shall be compensated for hours worked at one and one-half times their hourly rate.

Other limited shutdowns may occur during the year when operational needs require a reduced workforce.