

# OBERLIN

COLLEGE & CONSERVATORY

Department of Human Resources

TO: UAW Employees  
FROM: Maggie Nieves  
Deputy Human Resources Officer  
DATE: March 7, 2023  
SUBJECT: Holidays in 2023-24

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The following holidays shall be regarded as paid holidays for classified employees:

Independence Day	Tuesday	July 4, 2023
Labor Day	Monday	September 4, 2023
Thanksgiving Day	Thursday	November 23, 2023
Day After Thanksgiving	Friday	November 24, 2023
Christmas Day	Monday	December 25, 2023
New Year's Day	Monday	January 1, 2024
Martin Luther King Day	Monday	January 15, 2024
Memorial Day	Monday	May 27, 2024
Juneteenth	Wednesday	June 19, 2024

## Winter Shutdown

The College will be closed this year from Monday, December 25, 2023, through Monday, January 1, 2024. 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.**

- Tuesday, December 26, 2023 – floating holiday
- Wednesday, December 27, 2023 – floating holiday
- Thursday, December 28, 2023 – floating holiday

Religious holidays 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.