



THE COMMONWEALTH OF MASSACHUSETTS
 EXECUTIVE OFFICE FOR ADMINISTRATION AND FINANCE
 HUMAN RESOURCES DIVISION
 100 CAMBRIDGE STREET, SUITE 600, BOSTON, MA 02114

CHARLES D. BAKER
 Governor

KARYN E. POLITO
 Lieutenant Governor

MICHAEL J. HEFFERNAN
 Secretary

JEFF McCUE
 Assistant Secretary
 Chief Human Resources Officer

TO: Cabinet Secretaries, Executive Department Agency Heads, Human Resources Directors, Labor Relations Directors, Payroll and Budget Officers
FROM: Jeff McCue, Assistant Secretary and Chief Human Resources Officer
DATE: January 5, 2021
RE: Legal Holidays in the Commonwealth of Massachusetts

This memo contains a list of paid legal holidays and the schedule of dates when they will be observed as set forth in M.G.L. Chapter 4, Section 7, Clause 18.

The following is a list of legal holidays and the dates on which they will be observed for calendar years 2021, 2022 and 2023. As the holiday counter is used as a planning tool by employees and agencies, three years are included to facilitate short and long-term scheduling of vacations, office coverage, and major agency events. Consult the Red Book or the relevant collective bargaining agreements regarding compensatory time off or compensation for employees who work on holidays.

Legal Holiday	2021	2022	2023
New Year's Day	January 1	January 1*	January 1**
Martin Luther King Jr. Day	January 18	January 17	January 16
Presidents Day	February 15	February 21	February 20
Patriots' Day	April 19	April 18	April 17
Memorial Day	May 31	May 30	May 29
Juneteenth	June 19*	June 19**	June 19
Independence Day	July 4**	July 4	July 4
Labor Day	September 6	September 5	September 4
Columbus Day	October 11	October 10	October 9
Veterans Day	November 11	November 11	November 11*
Thanksgiving Day	November 25	November 24	November 23
Christmas Day	December 25*	December 25**	December 25

Sunday Holidays: **In the event a legal holiday falls on a Sunday, the holiday will be observed on the following Monday.

Saturday Holidays: *In the event a legal holiday falls on a Saturday, all offices under the jurisdiction of any department of state government shall be open to the public for business on the Friday immediately preceding any Saturday holiday.

Managers and confidential employees: As many employees as possible should be given off the Friday immediately preceding the Saturday holiday. Whenever possible, the following Monday shall be used as the alternative day off. Employees assigned to work shall be given an additional day off (per Red Book).

Bargaining unit employees: See the relevant collective bargaining agreement.

Sincerely,

Jeff McCue
 Assistant Secretary and Chief Human Resources Officer
 Human Resources Division