



THE COMMONWEALTH OF MASSACHUSETTS
 EXECUTIVE OFFICE FOR ADMINISTRATION AND FINANCE
HUMAN RESOURCES DIVISION
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CHARLES D. BAKER
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MICHAEL J. HEFFERNAN
 Secretary

MICHELE M. HEFFERNAN
 Acting Chief Human Resources Officer

MEMORANDUM

TO: Cabinet Secretaries. Division Directors, Agency Heads, Human Resources Directors, Labor Relations Directors Payroll and Budget Officers

FROM: Michele M. Heffernan, Acting Chief Human Resources Officer

DATE: October 8, 2019

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 2020, 2021, and 2022. 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	2020	2021	2022
New Year's Day	January 1	January 1	January 1*
Martin Luther King Jr. Day	January 20	January 18	January 17
Presidents Day	February 17	February 15	February 21
Patriots' Day	April 20	April 19	April 18
Memorial Day	May 25	May 31	May 30
Independence Day	July 4*	July 4**	July 4
Labor Day	September 7	September 6	September 5
Columbus Day	October 12	October 11	October 10
Veterans Day	November 11	November 11	November 11
Thanksgiving Day	November 26	November 25	November 24
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.