



# 2026 Holiday Schedule

## To: All U.S. AV Employees

AV observes a number of holidays each year, including two floating holidays. This schedule is published annually and may vary between employees on a traditional 5/40 schedule and on an AWS 9/80 schedule.

Regular full-time employees will receive straight-time hourly pay equivalent to the number of hours they would normally be scheduled to work on a holiday. This is typically eight (8) hours, or nine (9) hours for employees on an AWS 9/80 schedule if the holiday falls on a Monday through Thursday.

Part-time and supplemental employees who are scheduled to work at least 20 but less than 40 hours per week on a regular scheduled basis will receive pro-rated holiday pay based on hours worked.

## 2026 U.S. Holiday Schedule

<u>Holidays</u>	<u>5/40 Schedule</u>	<u>9/80 Schedule</u>
New Year's Day	Thursday, January 1, 2026	Thursday, January 1, 2026
Memorial Day	Monday, May 25, 2026	Monday, May 25, 2026
Independence Day	Friday, July 3, 2026	Off-Friday
Labor Day	Monday, September 7, 2026	Monday, September 7, 2026
Thanksgiving Day	Thursday, November 26, 2026	Thursday, November 26, 2026
Christmas Eve	Thursday, December 24, 2026	Thursday, December 24, 2026
Christmas Day	Friday, December 25, 2026	Friday, December 25, 2026
Holiday Shutdown	Monday, December 28, 2026	Monday, December 28, 2026
Holiday Shutdown	Tuesday, December 29, 2026	Tuesday, December 29, 2026
Holiday Shutdown	Wednesday, December 30, 2026	Wednesday, December 30, 2026
Holiday Shutdown	Thursday, December 31, 2026	Thursday, December 31, 2026
[New Year's Day 2027]	Friday, January 1, 2027	Off-Friday
Two Floating Holidays*		

\*A floating holiday is a paid day off that employees can use at their discretion.