**To: All U.S. AV Employees**

AV observes several holidays each year. This schedule is published annually and may vary for employees on a traditional 5/40 schedule versus those on an Alternative Work Schedule (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.

**2025 U.S. Holiday Schedule**

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| --- | --- | --- | --- |
| **Holidays** | **5/40 Schedule** |  | **9/80 Schedule** |
| **Memorial Day** | **Monday, May 26, 2025** | **Monday, May 26, 2025** |
| **Independence Day** | **Friday, July 4, 2025** | **Off-Friday** |
| **Labor Day** | **Monday, September 1, 2025** | **Monday, September 1, 2025** |
| **Thanksgiving Day** | **Thursday, November 27, 2025** | **Thursday, November 27, 2025** |
| **Christmas Eve** | **Wednesday, December 24, 2025** | **Wednesday, December 24, 2025** |
| **Christmas Day** | **Thursday, December 25, 2025** | **Thursday, December 25, 2025** |
| **Holiday Shutdown** | **Friday, December 26, 2025** | **Friday, December 26, 2025** |
| **Holiday Shutdown** | **Monday, December 29, 2025** | **Monday, December 29, 2025** |
| **Holiday Shutdown** | **Tuesday, December 30, 2025** | **Tuesday, December 30, 2025** |
| **Holiday Shutdown**  **[New Year’s Day]** | **Wednesday, December 31, 2025** | **Wednesday, December 31, 2025** |
| **Thursday, January 1, 2026** | **Thursday, January 1, 2026** |