

| 2023                       |   |  |
|----------------------------|---|--|
| Holiday/Closing            | Dates Observed                            | Dates Observed for ECU Physicians<br>(the academic practice of ECU Health) |
| New Years Day Observance   | Monday, January 2, 2023                   | Monday, January 2, 2023  |
| Martin Luther King Jr. Day | Monday, January 16, 2023                  | Monday, January 16, 2023   |
| State Holiday              | Friday, April 07, 2023                    | Friday, April 07, 2023   |
| Memorial Day               | Monday, May 29, 2023                      | Monday, May 29, 2023   |
| Independence Day           | Tuesday, July 4, 2023                     | Tuesday, July 4, 2023  |
| Labor Day                  | Monday, September 4, 2023                 | Monday, September 4, 2023  |
| Veterans Day               | N/A                                       | Friday, November 10, 2023 <sup>3</sup>                                     |
| Thanksgiving Day           | Thursday, November 23, 2023               | Thursday, November 23, 2023  |
| Day after Thanksgiving     | Friday, November 24, 2023                 | Friday, November 24, 2023  |
| Winter Break               | Friday, December 22, 2023                 | Friday, December 22, 2023 <sup>3</sup>                                     |
| Winter Break               | Saturday, December 23, 2023 <sup>4</sup>  | Saturday, December 23, 2023 <sup>4</sup>                                   |
| Winter Break               | Sunday, December 24, 2023 <sup>4</sup>    | Sunday, December 24, 2023 <sup>4</sup>                                     |
| Winter Break               | Monday, December 25, 2023                 | Monday, December 25, 2023  |
| Winter Break               | Tuesday, December 26, 2023                | Tuesday, December 26, 2023   |
| Winter Break               | Wednesday, December 27, 2023 <sup>2</sup> | Wednesday, December 27, 2023   |
| Winter Break               | Thursday, December 28, 2023 <sup>1</sup>  | Thursday, December 28, 2023  |
| Winter Break               | Friday, December 29, 2023 <sup>1</sup>    | Friday, December 29, 2023  |
| New Years Day Observance   | (Monday, January 1, 2024)                 | (Monday, January 1, 2024)  |

\* *The University will be closed December 22, 2023 through January 1, 2024 and will reopen January 2, 2024.*

University Holiday

ECU Winter Break - Employees use accrued leave<sup>1</sup>

Weekend

Operations Open - Regular Pay Provided. No additional compensation for working these days.

<sup>1</sup> University on Winter Break - employees must first use any available compensatory time. If none, they can choose the option of using vacation/annual leave, bonus leave, special bonus leave, or special annual leave bonus. Unpaid time should only be used if none of the previous options are available. Option must be selected by December 1, 2023.

<sup>2</sup> University Veterans Day Observance.

<sup>3</sup> Flexible Holiday for ECU Physicians Clinics (ECU Health). Must be used within six months of accrual.

[Click here for the CSS Policy regarding the flexible holiday.](#)

<sup>4</sup> Employees who normally work weekends should use vacation/annual leave based on their work schedule and in consultation with their supervisors.

**NOTES:**

\* Some employees must work on holidays/closings to meet operational needs. Refer to appropriate university compensation policy during holidays/closings for additional information.

\* Employees may request religious accommodations in accordance with the Notice of Non-Discrimination and Affirmative Action Policy. Such leave must be charged to vacation/annual leave, bonus leave, compensatory time, or unpaid leave.