

2025		
Holiday/Closing	Dates Observed	Dates Observed for ECU Physicians (the academic practice of ECU Health)
New Years Day Observance	Wednesday, January 1, 2025	Wednesday, January 1, 2025
Martin Luther King Jr. Day	Monday, January 20, 2025	Monday, January 20, 2025
State Holiday	Friday, April 18, 2025	Friday, April 18, 2025
Memorial Day	Monday, May 26, 2025	Monday, May 26, 2025
Independence Day	Friday, July 4, 2025	Friday, July 4, 2025
Labor Day	Monday, September 1, 2025	Monday, September 1, 2025
Veterans Day	N/A	Tuesday, November 11, 2025 ³
Thanksgiving Day	Thursday, November 27, 2025	Thursday, November 27, 2025
Day after Thanksgiving	Friday, November 28, 2025	Friday, November 28, 2025
Winter Break	Wednesday, December 24, 2025	Wednesday, December 24, 2025
Winter Break	Thursday, December 25, 2025	Thursday, December 25, 2025
Winter Break	Friday, December 26, 2025	Friday, December 26, 2025 ³
Winter Break	Saturday, December 27, 2025 ⁴	Saturday, December 27, 2025 ⁴
Winter Break	Sunday, December 28, 2025 ⁴	Sunday, December 28, 2025 ⁴
Winter Break	Monday, December 29, 2025 ²	Monday, December 29, 2025
Winter Break	Tuesday, December 30, 2025 ¹	Tuesday, December 30, 2025
Winter Break	Wednesday, December 31, 2025 ¹	Wednesday, December 31, 2025
New Years Day	(Thursday, January 1, 2026)	(Thursday, January 1, 2026)
Winter Break	Friday, January 2, 2026 ¹	Friday, January 2, 2026

* *The University will be closed December 24, 2025 through January 2, 2026 and will reopen January 5, 2026.*

University Holiday

ECU Winter Break - Employees use accrued leave¹

Weekend

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

¹ 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, special annual leave bonus, or sick leave with department preapproval (e.g., scheduled medical leave/appointments). Unpaid time should only be used if none of the previous options are available. Option must be selected by December 2, 2025.

² University Veterans Day Observance.

³ 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.](#)

⁴ 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.
- * Eligible employees receive up to 8 hours of fully paid Personal Observance Leave to utilize on a day of significance including days of cultural, religious, or personal observation.

<https://humanresources.ecu.edu/benefits/leave/personal-observance/>

