

Holidays

Regions determines the official holiday schedule on an annual basis and will post it on [Life@Regions](#). Regions may be closed on the following major holidays:

- New Year's Day
- Martin Luther King, Jr. Day
- Presidents' Day
- Memorial Day
- Juneteenth National Independence Day
- Independence Day
- Labor Day
- Columbus Day
- Veterans' Day
- Thanksgiving Day
- Christmas Day

Due to business necessity, some Regions locations may be open for business on certain pre-scheduled holidays.

Holiday Pay

If you are a Full-Time Associate or Part-Time with Paid Time Off Benefits, you are eligible for holiday pay after the first day of employment. If you are Part-Time Without Paid Time Off Benefits or a Temporary Associate, you are not eligible for holiday pay. If you are paid on a commission plan, your commission plan document will specify eligibility for holiday pay, if any.

- For Associates with a standard workweek that is less than 40 hours, a "day" is defined as the number of standard hours scheduled to work in a standard workweek divided by 5 (the number of days in a standard workweek).
 - For example, a "day" is defined as 6 hours for an Associate who normally works 30 hours per week (30 hours per week divided by 5 standard workdays equals 6 hours per day.)

If eligible, you will receive regular pay plus any applicable shift differential for holidays.

If you are a non-exempt associate who is required to work on a Regions official holiday, you may receive pay for the time actually worked in addition to receiving normal holiday pay.

Holiday Associate Policy Guideline	
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CHANGE MANAGEMENT

Version	Author	Approved By	Date	Revisions/Comments
1.0	Christine Smith	Michelle Spencer	02.14.2022	Conversion Event – Existing guideline converted into new format.