



2023 Holiday Schedule

The following list of holidays and facility closures applies colleagues in the following categories:

Corporate
PBM

Aetna
Distribution center colleagues

Field support staff
Long Term Care

HOLIDAY	FACILITY CLOSURE	DAY	DATE
NEW YEAR'S DAY (OBSERVED)	All	Monday	1/02/2023
MARTIN LUTHER KING JR. DAY	All	Monday	1/16/2023
MEMORIAL DAY	All	Monday	5/29/2023
INDEPENDENCE DAY (OBSERVED)	All	Tuesday	7/4/2023
LABOR DAY	All	Monday	9/4/2023
COLUMBUS DAY*	RI	Monday	10/9/2023
VETERANS DAY* (OBSERVED)	RI	Friday	11/10/2023
THANKSGIVING DAY	All	Thursday	11/23/2023
CHRISTMAS DAY (OBSERVED)	All	Monday	12/25/2023

**** New Year's Day 2024 falls on a Monday and will be observed on that Monday, 1/1/2024.**

*RI/MA Hourly paid colleagues will have a floating holiday automatically applied to the work week due to facility closures, contingent upon available floating holiday hour balance Salaried colleagues not working on the facility closure will be required to record the floating holiday in myHR.

Additional Information:

- Colleagues receive seven core and three floating holidays for a total of 80 hours
- For RI facility closures colleagues must use a floating holiday to be paid if not otherwise scheduled to work. For example, non-store facilities in Rhode Island are closed on Columbus Day and a floating holiday will be applied to the work week for hourly paid colleagues. Managers should inform colleagues, including remote colleagues, if there is a business need for them to work during a facility closure. Exempt colleagues not working on the facility closure must record a floating holiday to the day
- A maximum of eight holiday hours will be applied for a core holiday. Colleagues with an alternate work schedule, e.g., a 10- or 12-hour workday, may use a floating holiday, vacation or myTime to be paid for their shift. For example, colleagues with four 10-hour days in their work week, would be paid 8 hours of holiday and 2 hours of floating holiday
- Nonexempt colleagues will receive premium pay for all hours worked on a core holiday. If the holiday is on a weekend the premium will be applied on the actual holiday only (ie Christmas)
- Unused floating holidays do not carry over to the next year and are not paid out upon termination unless required by local legislation.

Note: Colleagues covered by a collective bargaining agreement will follow the holiday schedule provided in the agreement.



2023 Holiday Schedule – Puerto Rico (non-store)

HOLIDAY	DAY	DATE
NEW YEAR'S DAY	Sunday	1/1/2023
MARTIN LUTHER KING JR. DAY	Monday	1/16/2023
GOOD FRIDAY	Friday	4/7/2023
MEMORIAL DAY	Monday	5/29/2023
INDEPENDENCE DAY (OBSERVED)	Tuesday	7/4/2023
LABOR DAY	Monday	9/4/2023
THANKSGIVING DAY	Thursday	11/23/2023
CHRISTMAS DAY	Monday	12/25/2023

Additional Information:

- Colleagues receive eight core and two floating holidays for a total of 80 hours
- A maximum of eight holiday hours will be applied for a core holiday. Colleagues with an alternate work schedule, e.g., a 10- or 12-hour workday, may use a floating holiday vacation or myTime to be paid for their shift. For example, colleagues with four 10-hour days in their work week, would be paid 8 hours of holiday and 2 hours of floating holiday
- Nonexempt colleagues will receive premium pay for all hours worked on a core holiday. If the holiday is on a weekend the premium will be applied on the actual holiday only (i.e., Christmas)
- Unused floating holidays do not carry over to the next year and are not paid out upon termination unless required by local legislation.



2023 Holiday Schedule - MinuteClinic

HOLIDAY	DAY	DATE
NEW YEAR'S DAY	Sunday	1/1/2023
MARTIN LUTHER KING JR. DAY	Monday	1/16/2023
MEMORIAL DAY	Monday	5/29/2023
INDEPENDENCE DAY	Tuesday	7/4/2023
LABOR DAY	Monday	9/4/2023
THANKSGIVING DAY	Thursday	11/23/2023
CHRISTMAS DAY	Monday	12/25/2023

Additional Information:

Nonexempt colleagues will receive premium pay for hours worked on a designated holiday.



**2023 Holiday Schedule
DC Fredericksburg Non-Driver
(DC011 – Union)**

HOLIDAY	DAY	DATE
NEW YEAR'S DAY	Sunday	1/1/2023
MARTIN LUTHER KING JR. DAY	Monday	1/16/2023
PRESIDENT'S DAY	Monday	2/20/2023
MEMORIAL DAY	Monday	5/29/2023
INDEPENDENCE DAY (OBSERVED)	Tuesday	7/4/2023
LABOR DAY	Monday	9/4/2023
THANKSGIVING DAY	Thursday	11/23/2023
CHRISTMAS DAY	Monday	12/25/2023

Additional Information:

- Colleagues receive eight core holidays and floating holidays as follows.
 - Three Floating holidays with less than 10 years of Service.
 - Four Floating Holidays with 10 to 24 years of Service.
 - Five Floating Holidays with 25 plus years of Service
- Colleagues may use floating holidays for a facility closure or at the discretion of the colleague and manager.
- Nonexempt colleagues will receive premium pay for all hours worked on a core holiday.



**2023 Holiday Schedule
DC Fredericksburg Driver
(DC011 – Union)**

HOLIDAY	DAY	DATE
NEW YEAR'S DAY	Sunday	1/1/2023
MARTIN LUTHER KING JR. DAY	Monday	1/16/2023
MEMORIAL DAY	Monday	5/29/2023
JUNETEENTH	Monday	6/19/2023
INDEPENDENCE DAY (OBSERVED)	Tuesday	7/4/2023
LABOR DAY	Monday	9/4/2023
THANKSGIVING DAY	Thursday	11/23/2023
CHRISTMAS EVE	Sunday	12/24/2023
CHRISTMAS DAY	Monday	12/25/2023

Additional Information:

- Colleagues receive nine core holidays and two floating holidays.
- Colleagues may use floating holidays for a facility closure or at the discretion of the colleague and manager.
- Nonexempt colleagues will receive premium pay for all hours worked on a core holiday.



**2023 Holiday Schedule
La Habra Distribution Center
(DC036 – Union)**

HOLIDAY	DAY	DATE
NEW YEAR'S DAY	Sunday	1/1/2023
MEMORIAL DAY	Monday	5/29/2023
INDEPENDENCE DAY (OBSERVED)	Tuesday	7/4/2023
LABOR DAY	Monday	9/4/2023
THANKSGIVING DAY	Thursday	11/23/2023
CHRISTMAS DAY	Monday	12/25/2023

Additional Information:

- Colleagues receive six core holidays and three floating holidays.
- Colleagues may use floating holidays for a facility closure or at the discretion of the colleague and manager.
- Nonexempt colleagues will receive premium pay for all hours worked on a core holiday.



**2023 Holiday Schedule
Patterson Distribution Center
(DC038 – Union)**

HOLIDAY	DAY	DATE
NEW YEAR'S DAY	Sunday	1/1/2023
MARTIN LUTHER KING JR. DAY	Monday	1/16/2023
PRESIDENT'S DAY	Monday	2/20/2023
MEMORIAL DAY	Monday	5/29/2023
INDEPENDENCE DAY (OBSERVED)	Tuesday	7/4/2023
LABOR DAY	Monday	9/4/2023
THANKSGIVING DAY	Thursday	11/23/2023
CHRISTMAS DAY	Monday	12/25/2023

Additional Information:

- Colleagues receive eight core holidays and one floating holiday.
- Colleagues may use the floating holiday for a facility closure or at the discretion of the colleague and manager.
- Nonexempt colleagues will receive premium pay for all hours worked on a core holiday.



2023 Holiday Schedule
Stores
non-California and non-Massachusetts (non-union) Stores

HOLIDAY	DAY	DATE
NEW YEAR'S DAY	Sunday	1/1/2023
MARTIN LUTHER KING JR. DAY	Monday	1/16/2023
MEMORIAL DAY	Monday	5/29/2023
INDEPENDENCE DAY	Tuesday	7/4/2023
LABOR DAY	Monday	9/4/2023
THANKSGIVING DAY	Thursday	11/23/2023
CHRISTMAS DAY	Monday	12/25/2023

Additional Information:

- Colleagues receive seven core holidays and one floating holiday.
- Nonexempt colleagues will receive premium pay for all hours worked on a core holiday.
- Nonexempt colleagues in a Rhode Island HBA store will receive premium pay for all hours worked on Columbus Day, Monday, October 9th.
- Unused floating holidays do not carry over to the next year and are not paid out upon termination unless required by local legislation.



**2023 Holiday Schedule
California and Massachusetts Stores (non-union)**

HOLIDAY	DAY	DATE
NEW YEAR'S DAY	Sunday	1/1/2023
MARTIN LUTHER KING JR. DAY	Monday	1/16/2023
MEMORIAL DAY	Monday	5/29/2023
INDEPENDENCE DAY	Tuesday	7/4/2023
LABOR DAY	Monday	9/4/2023
THANKSGIVING DAY	Thursday	11/23/2023
CHRISTMAS DAY	Monday	12/25/2023

Additional Information:

- Colleagues receive seven core holidays and two floating holidays.
- Colleagues may use the floating holiday for a facility closure or at the discretion of the colleague and manager.
- Nonexempt colleagues will receive premium pay for all hours worked on a core holiday.
- Nonexempt colleagues in a Massachusetts store will receive premium pay for all hours worked on Juneteenth Day, Monday June 19th and Columbus Day, Monday, October 9th.
- Unused floating holidays do not carry over to the next year and are not paid out upon termination unless required by local legislation.



2023 Holiday Schedule Puerto Rico Stores

HOLIDAY	DAY	DATE
NEW YEAR'S DAY	Sunday	1/1/2023
EPIPHANY DAY	Friday	1/6/2023
MARTIN LUTHER KING JR. DAY	Monday	1/16/2023
GOOD FRIDAY	Friday	4/7/2023
LABOR DAY	Monday	9/4/2023
THANKSGIVING DAY	Thursday	11/23/2023
CHRISTMAS DAY	Monday	12/25/2023

Additional Information:

- Colleagues receive seven core holidays and one floating holiday.
- Nonexempt colleagues will receive premium pay for all hours worked on a core holiday.
- Colleagues may use floating holidays for facility closures or at the discretion of the colleague and manager.
- Unused floating holidays do not carry over to the next year and are not paid out upon termination unless required by local legislation.



**2023 Holiday Schedule
Schnucks Unions (FT and PT):
55S, 02S, 81S**

HOLIDAY	DAY	DATE
NEW YEAR'S DAY	Sunday	1/1/2023
EASTER SUNDAY	Sunday	4/9/2023
MEMORIAL DAY	Monday	5/29/2023
INDEPENDENCE DAY	Tuesday	7/4/2023
LABOR DAY	Monday	9/4/2023
THANKSGIVING DAY	Thursday	11/23/2023
CHRISTMAS DAY	Monday	12/25/2023

Additional Information:

- Colleagues receive seven core holidays after completing six months of service.
- Nonexempt colleagues will receive premium pay for all hours worked on a core holiday.
- Eligibility for, and the number of, personal holidays is per contract.



**2023 Holiday Schedule
Union (FT and PT):
SoCal Clerks, SoCal RPh**

HOLIDAY	DAY	DATE
NEW YEAR'S DAY	Sunday	1/1/2023
MARTIN LUTHER KING JR. DAY	Monday	1/16/2023
MEMORIAL DAY	Monday	5/29/2023
INDEPENDENCE DAY	Tuesday	7/4/2023
LABOR DAY	Monday	9/4/2023
THANKSGIVING DAY	Thursday	11/23/2023
CHRISTMAS DAY	Monday	12/25/2023

Additional Information:

- Colleagues receive seven core holidays.
- Nonexempt colleagues will receive premium pay for all hours worked on a core holiday.
- The number of floating holidays is per contract.



2023 Holiday Schedule
Union (FT and PT):
L-75F, L-880C, L-880A, L-400, L-75, L-1059

HOLIDAY	DAY	DATE
NEW YEAR'S DAY	Sunday	1/1/2023
EASTER SUNDAY	Sunday	4/9/2023
MEMORIAL DAY	Monday	5/29/2023
INDEPENDENCE DAY	Tuesday	7/4/2023
LABOR DAY	Monday	9/4/2023
VETERANS DAY	Saturday	11/11/2023
THANKSGIVING DAY	Thursday	11/23/2023
CHRISTMAS DAY	Monday	12/25/2023

Additional Information:

- Colleagues receive eight core holidays
- Nonexempt colleagues will receive premium pay for all hours worked on a core holiday.
- The number of floating holidays is per contract.



**2023 Holiday Schedule
Union (FT and PT):
Guild**

HOLIDAY	DAY	DATE
NEW YEAR'S DAY	Sunday	1/1/2023
MARTIN LUTHER KING JR. DAY	Monday	1/16/2023
MEMORIAL DAY	Monday	5/29/2023
INDEPENDENCE DAY	Tuesday	7/4/2023
LABOR DAY	Monday	9/4/2023
VETERANS DAY	Saturday	11/11/2023
THANKSGIVING DAY	Thursday	11/23/2023
CHRISTMAS DAY	Monday	12/25/2023

Additional Information:

- Colleagues receive eight core holidays
- Nonexempt colleagues will receive premium pay for all hours worked on a core holiday.
- The number of floating holidays is per contract.



**2023 Holiday Schedule
Union (FT and PT):
L-876, L-23, L-1657**

HOLIDAY	DAY	DATE
NEW YEAR'S DAY	Sunday	1/1/2023
MARTIN LUTHER KING JR. DAY	Monday	1/16/2023
EASTER SUNDAY	Sunday	4/9/2023
MEMORIAL DAY	Monday	5/29/2023
INDEPENDENCE DAY	Tuesday	7/4/2023
LABOR DAY	Monday	9/4/2023
VETERANS DAY	Saturday	11/11/2023
THANKSGIVING DAY	Thursday	11/23/2023
CHRISTMAS DAY	Monday	12/25/2023

Additional Information:

- Colleagues receive nine core holidays
- Nonexempt colleagues will receive premium pay for all hours worked on a core holiday.
- The number of floating holidays is per contract.



**2023 Holiday Schedule
Union (FT and PT):
L-881, L-727, L-41, L-2**

HOLIDAY	DAY	DATE
NEW YEAR'S DAY	Sunday	1/1/2023
MEMORIAL DAY	Monday	5/29/2023
INDEPENDENCE DAY	Tuesday	7/4/2023
LABOR DAY	Monday	9/4/2023
THANKSGIVING DAY	Thursday	11/23/2023
CHRISTMAS DAY	Monday	12/25/2023

Additional Information:

- Colleagues receive six core holidays.
- Nonexempt colleagues will receive premium pay for all hours worked on a core holiday.
- The number of floating holidays is per contract.