

# 2008 IMA Holiday Report



Illinois Manufacturers' Association

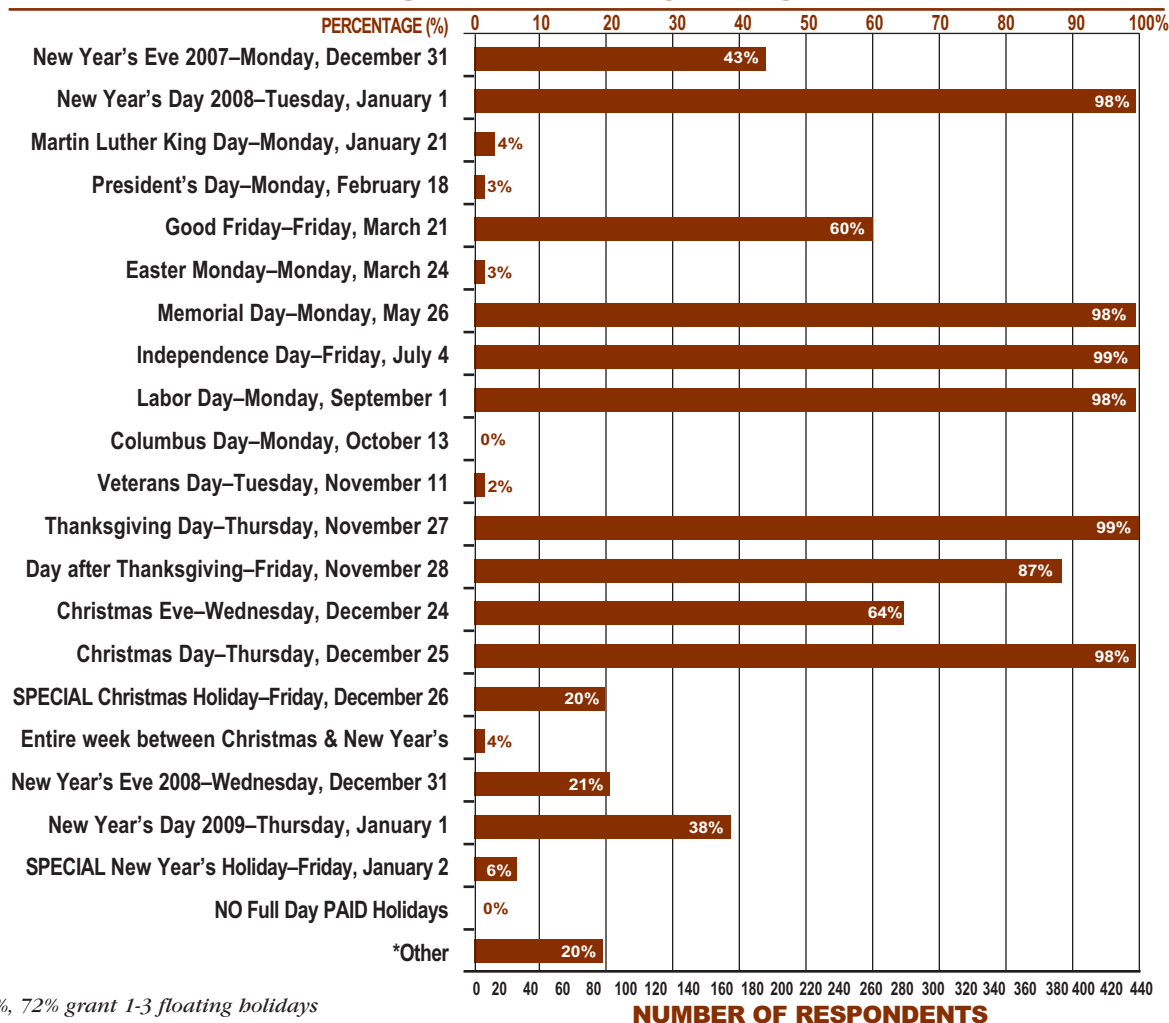
The IMA's Annual Holiday Report highlights employers' plans on select holidays throughout the year. This year's survey was conducted from August 10-31, 2007 and applied to the 2008 calendar year. Four questions were asked ranging from total number of paid days off to a breakdown of full or half day paid holidays, and on which days the member company is actually closed throughout the year. Nearly 450 IMA members responded. These are the results.

The majority of respondents provide at least 10 full day paid holidays per year, including New Year's Day, Good Friday, Memorial Day, Independence Day, Labor Day, Thanksgiving Day and the day after Thanksgiving, Christmas Eve, Christmas Day, and one day of the employee's choice.

## How many paid holidays do you provide your employees (not including personal days)?

6 or fewer days	19	4%
7 days	36	8%
8 days	67	15%
9 days	91	20%
10 days	152	34%
11 days	54	12%
12 or more days	26	6%
<b>Total</b>	<b>445</b>	<b>100%</b>

## FULL DAY PAID HOLIDAYS



\*Of the 20%, 72% grant 1-3 floating holidays of the employee's choice, 23% grant 1-3 floating holidays of the employer's choice.

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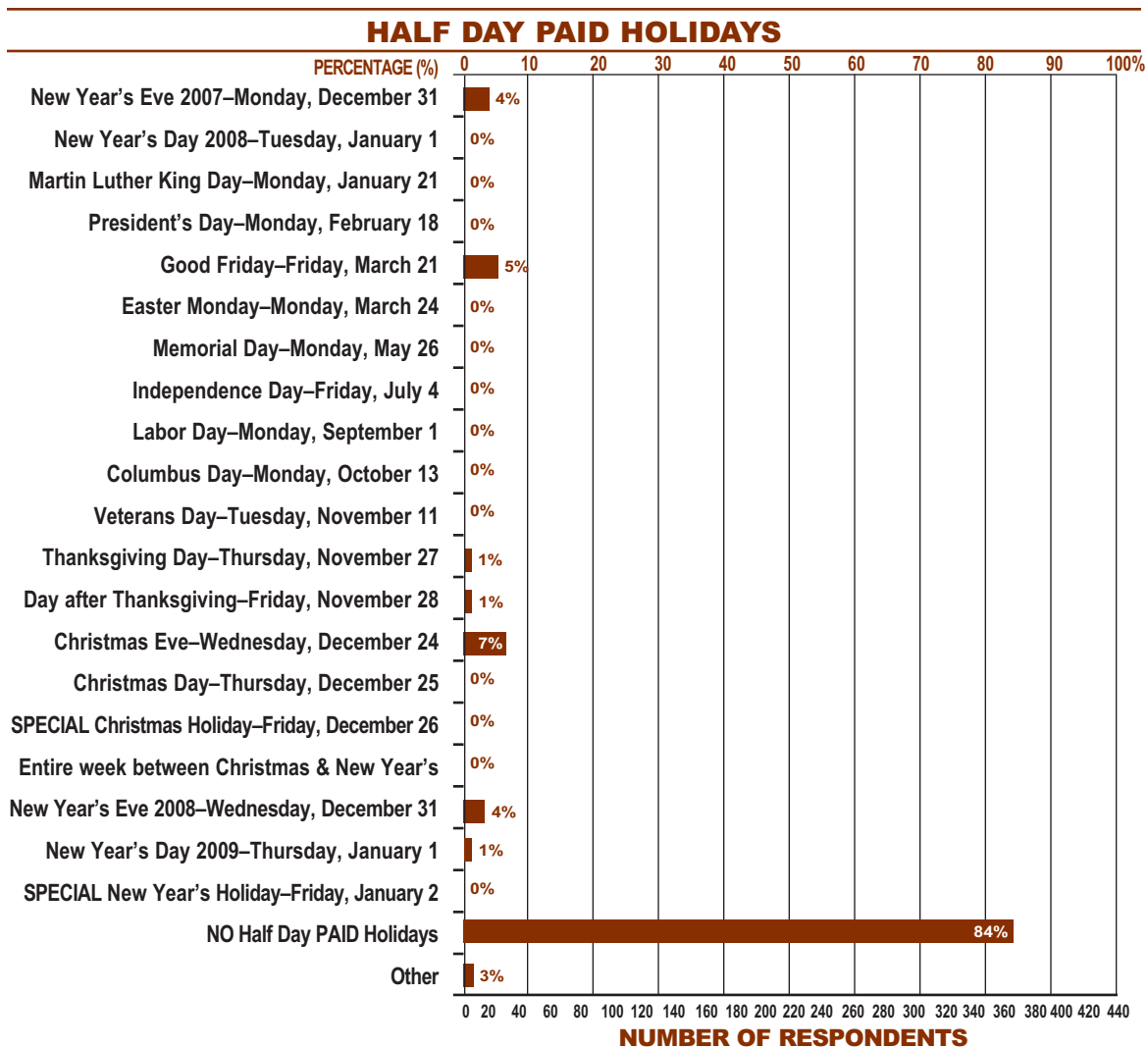
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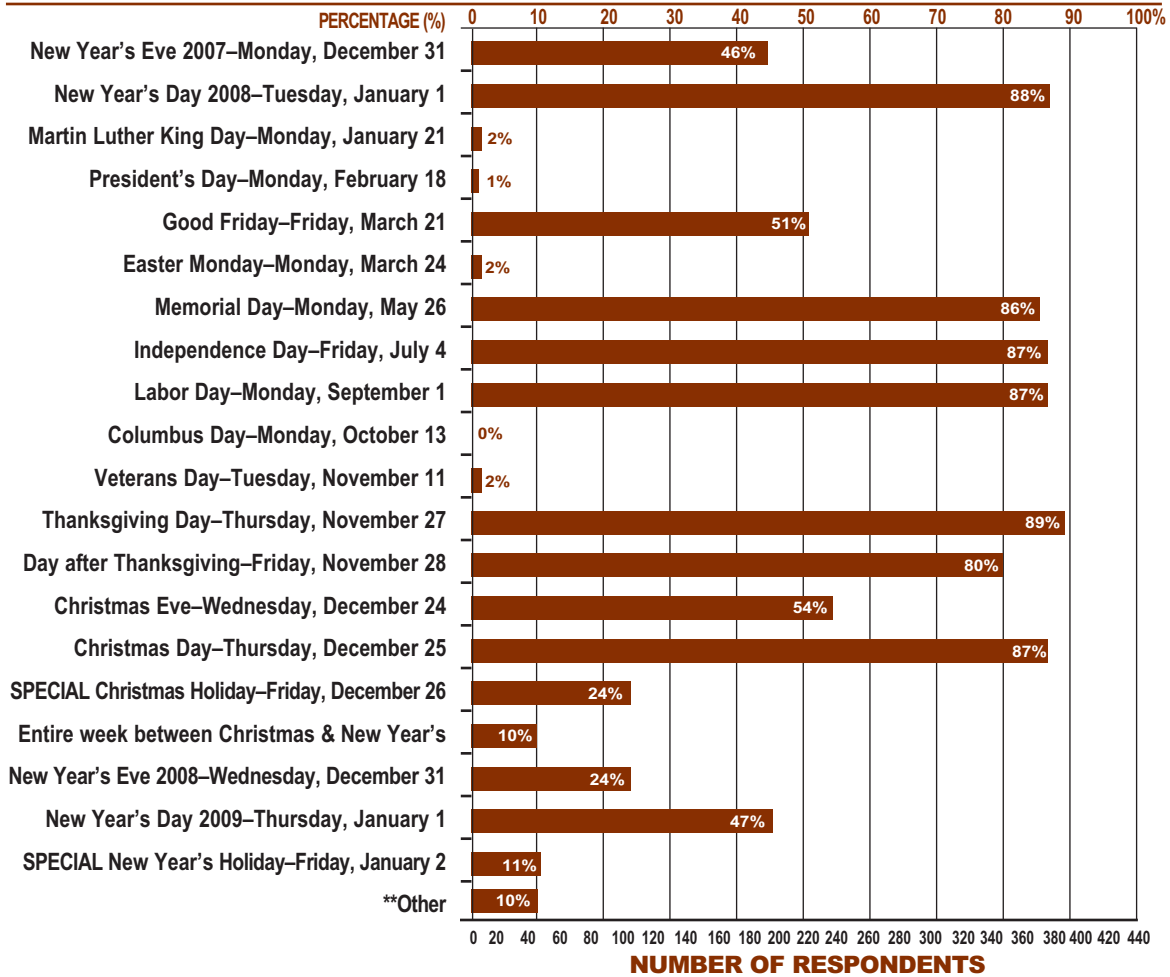
Historically many manufacturing plants continue to operate with skeleton crews or reduced shifts on paid holidays. However, this does not always represent the majority. The percentage of respondents who actually close down operations completely on certain holidays is shown at right:

New Year's Day	88%
Good Friday	51%
Memorial Day	86%
Independence Day	87%
Labor Day	87%
Thanksgiving Day	89%
Day After Thanksgiving	80%
Christmas Eve	54%
Christmas Day	87%

Less than two percent of respondents close down on non-traditional holidays such as Martin Luther King Jr. Day, Presidents' Day, Easter, Veterans Day, and New Year's Eve. Only ten percent (10%) of respondents actually shut down operations between Christmas and New Year's.



## OFFICE CLOSED



*\*\*Of the 10%, 40% close on floating holidays determined by the company, 32% never close, and 20% close for various other reasons.*

Thanks to all those who responded for making this report possible. If you have any feedback regarding additional information you might like to see in next year's report, or have questions, please contact Donna Rogers, SPHR at 800-875-4462 x3007 or email drogers@ima-net.org.

The IMA's **2007-2008 Benefits Report** contains data on employers' plans for a variety of different benefit plans in addition to holiday information. The IMA's **2006 Compensation Report** contains actual wage rates for 188 job descriptions related to manufacturing.

To order your full copies of the IMA's **2007-2008 Benefits Report** and/or the IMA's **2006 Compensation Report**, contact Janie Stanley at 800-875-4462, x3020 or email jstanley@ima-net.org.