

# Massachusetts Legal Holidays 2019

## JANUARY

S	M	T	W	T	F	S
		1	2	3	4	5
6	7	8	9	10	11	12
13	14	15	16	17	18	19
20	21	22	23	24	25	26
27	28	29	30	31		

## FEBRUARY

S	M	T	W	T	F	S
					1	2
3	4	5	6	7	8	9
10	11	12	13	14	15	16
17	18	19	20	21	22	23
24	25	26	27	28		

## MARCH

S	M	T	W	T	F	S
					1	2
3	4	5	6	7	8	9
10	11	12	13	14	15	16
17	18	19	20	21	22	23
24	25	26	27	28	29	30
31						

## APRIL

S	M	T	W	T	F	S
	1	2	3	4	5	6
7	8	9	10	11	12	13
14	15	16	17	18	19	20
21	22	23	24	25	26	27
28	29	30				

## MAY

S	M	T	W	T	F	S
			1	2	3	4
5	6	7	8	9	10	11
12	13	14	15	16	17	18
19	20	21	22	23	24	25
26	27	28	29	30	31	

## JUNE

S	M	T	W	T	F	S
						1
2	3	4	5	6	7	8
9	10	11	12	13	14	15
16	17	18	19	20	21	22
23	24	25	26	27	28	29
30						

## JULY

S	M	T	W	T	F	S
	1	2	3	4	5	6
7	8	9	10	11	12	13
14	15	16	17	18	19	20
21	22	23	24	25	26	27
28	29	30	31			

## AUGUST

S	M	T	W	T	F	S
				1	2	3
4	5	6	7	8	9	10
11	12	13	14	15	16	17
18	19	20	21	22	23	24
25	26	27	28	29	30	31

## SEPTEMBER

S	M	T	W	T	F	S
	1	2	3	4	5	6
7	8	9	10	11	12	13
14	15	16	17	18	19	20
21	22	23	24	25	26	27
28	29	30				

## OCTOBER

S	M	T	W	T	F	S
		1	2	3	4	5
6	7	8	9	10	11	12
13	14	15	16	17	18	19
20	21	22	23	24	25	26
27	28	29	30	31		

## NOVEMBER

S	M	T	W	T	F	S
					1	2
3	4	5	6	7	8	9
10	11	12	13	14	15	16
17	18	19	20	21	22	23
24	25	26	27	28	29	30

## DECEMBER

S	M	T	W	T	F	S
	1	2	3	4	5	6
7	8	9	10	11	12	13
14	15	16	17	18	19	20
21	22	23	24	25	26	27
28	29	30	31			

ASSOCIATED INDUSTRIES OF MASSACHUSETTS

HR Hotline: 800-470-6277

FEDERAL OR STATE HOLIDAY?	New Year's Day Tuesday, 1/1	M.L. King Day Monday, 1/21	President's Day Monday, 2/18	Patriots' Day Monday, 4/15	Memorial Day*† Monday, 5/27	Independence Day* Thursday, 7/4	Labor Day* Monday, 9/2	Columbus Day* Monday, 10/14	Veteran's Day*‡ Monday 11/11	Thanksgiving Day* Thursday, 11/28	Christmas Day* Wednesday, 12/25
<b>MANUFACTURING</b>											
Permit required?	No	No	No	No	Yes	Yes	Yes	Yes before 12 noon	Yes before 1 PM	Yes	Yes
Work required?***	No	No	No	No	No	No	No	No	No	No	No
Rate of pay:	Regular	Regular	Regular	Regular	Regular	Regular	Regular	Regular	Regular	Regular	Regular
<b>RETAIL</b>											
Permit required?	No	No	No	No	No	No	No	Yes before 12 noon	Yes before 1 PM	Yes	Yes
Work required?	No	Yes	Yes	Yes	No	No	No	No	No	Closed	Closed
Rate of pay? <small>Effective January 1, 2019, the Premium rate of pay for retail employees working on Sundays and Holidays will change from 1.5 times an employee's regular pay to regular pay times 1.4.</small>	1.4 Times	Regular	Regular	Regular	1.4 Times	1.4 Times	1.4 Times	1.4 Times	1.4 Times	Closed	Closed
<b>NON-MANUFACTURING &amp; NON-RETAIL, HOSPITALITY, RESTAURANTS</b>											
Permit required?	No	No	No	No	Yes	Yes	Yes	Yes before 12 noon	Yes before 1PM	Yes	Yes
Work required?	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes w/ permit	Yes w/ permit	Yes	Yes***

MA law states that holidays falling on a Saturday are celebrated on Saturday. Employers' option to celebrate on Friday.

\* Restricted (blue laws) holidays. Holidays that fall on a Sunday by law are observed on the Monday that follows.

\*\* Although manufacturers may lawfully stay open on legal holidays (assuming permits are obtained when necessary), M.G.L. c.149 §45 establishes that non-exempt employees cannot be required to work on those days.

\*\*\* Employee may request time off based on a sincerely held religious belief. Employees must request the time at least 10 days in advance.

† Employers shall grant time off to a veteran to participate in a Memorial Day exercise, parade or service in the employee's community of residence. The employee must provide reasonable notice of the request for time off and the time off shall be with or without pay, at the employer's discretion.

‡ Employers shall grant time off to an employee who is a veteran to observe Veterans Day.

### ANNUAL COMPLIANCE DATES

February 1	OSHA 300A Log must be displayed thru 4/30.
March 31	EEO-1 Reports due to OFCCP.
July 31 (Oct 15)	IRS Form 5500 due by end of 7th month following end of plan year (e.g. calendar year plan ending 12-31, filing due 7-31) with an extension available until 10-15.
September 30	Veteran's Form 100 due to Department of Labor.
October 1	New W-4s to employees for 2019.

### ANNUAL REMINDERS

- Reissue company EEO statement.
- Reissue company Sexual Harrassment policy (legally required in Massachusetts).
- Reissue Women's Health and Cancer Rights.
- Purge files where appropriate.
- Distribute copy of Summary Annual Report for all ERISA-covered benefit programs.
- Review "Written Information Security Plan" for continued data security compliance.

### SUFFOLK COUNTY ONLY

Evacuation Day: Sunday, March 17  
 Bunker Hill Day: Monday, June 17  
 Both Holidays:  
 Not a Sunday law holiday. No permit required, regular-time pay for retail and manufacturing. Manufacturing cannot require work.  
**DAYLIGHT SAVINGS TIME**  
 Begins: Sunday, March 10  
 Ends: Sunday, November 3





One Beacon Street, 16th Floor  
Boston, MA 02108

**2019 Calendar**  
Massachusetts Legal Holidays