



# RETAILERS ASSOCIATION OF MASSACHUSETTS

## 2018 RETAIL HOLIDAY SCHEDULE

<b>NEW YEAR'S DAY</b> – Monday, January 1, 2018 All work in retail stores must be voluntary, and employees must be paid time-and-a-half wages.	<b>OPEN</b>
<b>MARTIN LUTHER KING DAY</b> – Monday, January 15 <sup>th</sup> (3 <sup>rd</sup> Monday)	<b>OPEN</b>
<b>PRESIDENT'S DAY</b> – Monday, February 19 <sup>th</sup> (3 <sup>rd</sup> Monday)	<b>OPEN</b>
<b>PATRIOT'S DAY</b> – Monday, April 16 <sup>th</sup> (3 <sup>rd</sup> Monday)	<b>OPEN</b>
<b>MEMORIAL DAY</b> – Monday, May 28 <sup>th</sup> (Last Monday) All work in non-exempt stores must be voluntary, most employees must be paid time-and-a-half wages.	<b>OPEN</b>
<b>INDEPENDENCE DAY</b> – Wednesday, July 4 <sup>th</sup> All work in non-exempt stores must be voluntary, most employees must be paid time-and-a-half wages.	<b>OPEN</b>
<b>LABOR DAY</b> - Monday, September 3 <sup>rd</sup> (1 <sup>st</sup> Monday) All work in non-exempt stores must be voluntary, most employees must be paid time-and-a-half wages.	<b>OPEN</b>
<b>COLUMBUS DAY</b> – Monday, October 8 <sup>th</sup> (2 <sup>nd</sup> Monday) All work must be voluntary; employees must be paid time-and-a-half wages. - Police Chief permit required for non-exempt stores to open prior to noon.	<b>OPEN AT NOON</b>
<b>VETERAN'S DAY</b> – Observed Monday, November 12 <sup>th</sup> All work on Monday, November 12 <sup>th</sup> must be voluntary and employees must be paid time-and-a-half wages. - Police Chief permit required for non-exempt stores to open prior to 1:00pm. Sunday Laws apply to Sunday, November 11 <sup>th</sup>	<b>OPEN AT 1:00 pm</b>
<b>THANKSGIVING DAY</b> – Thursday, November 22 <sup>nd</sup> (4 <sup>th</sup> Thursday) Only exempt stores allowed to open.	<b>CLOSED</b>
<b>CHRISTMAS DAY</b> – Tuesday, December 25 <sup>th</sup> Only exempt stores allowed to open.	<b>CLOSED</b>

**\*Retail schedule does not apply to Restaurants or Service Stations.  
Please note the authorized exemptions on the reverse side\***

**\* EXEMPT STORES under MGL c. 136 §6, include:**

*The following is not a complete list, please refer to the statute for a list of all 55 exemptions.*

- Convenience stores and small food stores employing less than three employees, including the proprietor, at any time during the week. MGL c. 136 §6 (2).
- Service Stations. MGL c. 136 §6 (17).
- Florists and garden shops. MGL c. 136 §6 (20).
- Deli and “take out” food stores. MGL c.136 § 6 (22)
- Bakeries. MGL c. 136 §6 (24).
- Pharmacies. MGL c. 136 §6 (27).\*\* not exempt from time and a half provisions.
- Greeting card stores and film developing stores. MGL c. 136 § 6 (28).
- Gift, souvenir, and antique shops. MGL c. 136 §6 (29).
- Pet stores. MGL c. 136 §6 (30).
- Restaurants. MGL c.136 § 6 (42).
- Self-serve laundries. MGL c. 136 §6 (45).
- Video rental stores. MGL c. 136 §6 (51).

**Time-and-a-Half Pay & Voluntary Work Requirements:**

Under MGL c. 136 §6 (52), any store which is not exempt and all pharmacies, which employs more than a total of seven persons, including the proprietor, on any day of the week, shall pay all employees who work on Sunday time-and-a-half wages. “Bona fide executive, administrative or professional employees” earning more than \$200 per week are exempt from the time-and-a-half pay requirements. All work on Sunday by employees under this section shall be voluntary and refusal to work shall not be grounds for discrimination, dismissal, discharge, reduction in hours or any other penalty. Sunday premium pay may be credited toward required overtime.

**LIQUOR STORES**

Licenseses MAY NOT sell or deliver alcoholic beverages on Memorial Day (prior to 12 noon), Thanksgiving Day or Christmas Day.

**HOLIDAY OPENINGS**

Exempt stores can open on all holidays. All non-exempt stores must comply with the time-and-a-half and voluntary provisions discussed above on Memorial Day, Independence Day and Labor Day.

All employees working in retail stores (both exempt and non-exempt stores) on New Year's Day, Veteran's Day & Columbus Day shall be paid time-and-a-half wages and all work shall be voluntary. Refusal to work on said days shall not be grounds for discrimination, dismissal, discharge, reduction of hours or any other penalty. M.G.L. c.136 (13).