



RETAILERS ASSOCIATION OF MASSACHUSETTS

2020 RETAIL HOLIDAY SCHEDULE

NEW YEAR'S DAY – Wednesday, January 1, 2020 All work in non-exempt stores must be voluntary; most employees must be paid time-and-a-half wages.*	OPEN
MARTIN LUTHER KING DAY – Monday, January 20 th (3 rd Monday)	OPEN
PRESIDENT'S DAY – Monday, February 17 th (3 rd Monday)	OPEN
PATRIOT'S DAY – Monday, April 20 th (3 rd Monday)	OPEN
MEMORIAL DAY – Monday, May 25 th (Last Monday) All work in non-exempt stores must be voluntary; most employees must be paid at least 1.3 times their regular hourly rate.	OPEN
INDEPENDENCE DAY – Saturday, July 4 th All work in non-exempt stores must be voluntary; most employees must be paid at least 1.3 times their regular hourly rate.	OPEN
LABOR DAY - Monday, September 7 th (1 st Monday) All work in non-exempt stores must be voluntary; most employees must be paid at least 1.3 times their regular hourly rate.	OPEN
COLUMBUS DAY – Monday, October 12 th (2 nd Monday) All work in non-exempt stores must be voluntary; most employees must be paid time-and-a-half wages.* - Police Chief permit required for non-exempt stores to open prior to noon.	OPEN AT NOON
VETERAN'S DAY – Wednesday, November 11 th All work in non-exempt stores must be voluntary; most employees must be paid time-and-a-half wages.* - Police Chief permit required for non-exempt stores to open prior to 1:00pm.	OPEN AT 1:00 pm
THANKSGIVING DAY – Thursday, November 26 th (4 th Thursday) Only exempt stores allowed to open.	CLOSED
CHRISTMAS DAY – Friday, December 25 th Only exempt stores allowed to open.	CLOSED

**-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:

- 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).

NOTE: This is not a complete list, please refer to the statute for a list of all 55 exemptions.

PREMIUM PAY & VOLUNTARY WORK REQUIREMENTS:

Under MGL c. 136 §6 (50 and 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 employees who work on Sunday a premium pay of 1.3 times the employee’s regular hourly rate. “Bona fide executive, administrative or professional employees” earning more than \$200 per week are exempt from this premium pay requirement.

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 at the 1.3 level may NOT be credited toward required overtime.

HOLIDAY OPENINGS

Exempt stores can open on all holidays. All non-exempt stores must comply with the premium pay and voluntary provisions discussed above on Memorial Day, Independence Day and Labor Day. Work performed on these three holidays must be compensated at 1.3 times the employee’s regularly hourly rate.

*Until further notice, work performed on New Year's Day, Veteran's Day and Columbus Day must still be compensated at ***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).

LIQUOR STORES

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