

# Federal Holidays & Paid Leave

The Federal Judiciary provides employees with 10 paid holidays:

- ✓ Christmas Day
- ✓ Washington's Birthday
- ✓ Columbus Day
- ✓ New Year's Day
- ✓ Memorial Day
- ✓ Veterans Day
- ✓ Martin Luther King Jr's Birthday
- ✓ Independence Day
- ✓ Thanksgiving Day
- ✓ Labor Day

## Annual Leave

Eligible Federal Judiciary employees accrue paid annual leave and may use it for vacations, rest and relaxation, and personal business or emergencies. Employees may carry over up to 240 hours of accrued annual leave each year. Employees will receive a lump-sum payment for any unused annual leave when he or she separates from Federal service or enters on active duty in the Armed Forces and elects to receive a lump-sum payment. Each employee's annual leave accrual rate is based on their years of creditable service as shown below:

Employee Type	Less than 3 years of service	Between 3 and 15 years of service	Greater than 15 years of service
Full-time	4 hours accrue each full biweekly pay period	6 hours accrue each full biweekly pay period *	8 hours accrue each full biweekly pay period
Part-time	1 hour accrues for each 20 hours worked	1 hour accrues for each 13 hours worked	1 hour accrues for each 10 hours worked

\* Employees accruing at this rate will accrue 10 hours in the final pay period of the leave year

## Sick Leave

Federal Judiciary employees also accrue paid sick leave which may be used for personal medical needs, family care or bereavement, care of a family member with a serious health condition, and adoption related purposes. Accrued sick leave carries over each year and there is no carry over limit. All employees accrue sick leave at the same rate as shown below:

Employee Type	Accrual
Full-time	4 hours accrue each full biweekly pay period
Part-time	1 hour accrues for each 20 hours worked