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A GUIDE TO VACATION PAY AT WORK

Different countries have different laws for holidays and vacation for workers. In México, for example, the laws say that all workers have the right to six paid vacation days after one year of work. Two days are added each year until a maximum of 12 days is reached. In addition, it's required for the employee to receive paid holidays for the eight or nine federal holidays observed per year.

But the laws in the United States are much different.

Is my employer required to pay me overtime for working during a legal holiday?

In general, employers are required to pay overtime only if an employee exceeds 40 hours worked in a week, regardless of whether the employee worked on a holiday or not. Paying for Holiday Days is subject to the employer's policy.

Do I have the right to be paid for vacation time when I quit or receive a severance pay?

Vacation pay, holiday pay, bonuses, sick pay, and severance pay are some examples of salary agreements that can be made between the employer and the employee as part of the total compensation of the worker. No law requires employers to offer these benefits.

However, an employer is obligated to honor any policy or agreement established regarding benefits, such as vacation allowances or severance pay. If you are entitled to these benefits under the employer's policy, you should receive pay for them at the end of employment. For more information, contact the Wage-and-Hour Division at 971-673-0761.