



# RETAILERS ASSOCIATION OF MASSACHUSETTS

## 2021 RETAIL HOLIDAY SCHEDULE

<b>NEW YEAR'S DAY</b> – Friday, January 1, 2021 All work in retail stores must be voluntary; most employees must be paid time and one-half their regular hourly rate*	<b>OPEN</b>
<b>MARTIN LUTHER KING DAY</b> – Monday, January 18 <sup>th</sup> (3 <sup>rd</sup> Monday)	<b>OPEN</b>
<b>PRESIDENT'S DAY</b> – Monday, February 15 <sup>th</sup> (3 <sup>rd</sup> Monday)	<b>OPEN</b>
<b>PATRIOT'S DAY</b> – Monday, April 19 <sup>th</sup> (3 <sup>rd</sup> Monday)	<b>OPEN</b>
<b>MEMORIAL DAY</b> – Monday, May 31 <sup>st</sup> (Last Monday) All work in non-exempt stores must be voluntary; most employees must be paid at least 1.2 times their regular hourly rate.	<b>OPEN</b>
<b>JUNETEENTH INDEPENDENCE DAY</b> - Saturday, June 19 <sup>th</sup> All work in non-exempt stores must be voluntary; most employees must be paid at least 1.2 times their regular hourly rate	<b>OPEN</b>
<b>INDEPENDENCE DAY</b> – Sunday, July 4 <sup>th</sup> (observed Monday, July 5 <sup>th</sup> ) All work in non-exempt stores must be voluntary; most employees must be paid at least 1.2 times their regular hourly rate. <u>NOTE: these requirements apply to BOTH the 4<sup>th</sup> and the 5<sup>th</sup></u>	<b>OPEN</b>
<b>LABOR DAY</b> - Monday, September 6 <sup>th</sup> (1 <sup>st</sup> Monday) All work in non-exempt stores must be voluntary; most employees must be paid at least 1.2 times their regular hourly rate.	<b>OPEN</b>
<b>COLUMBUS DAY</b> – Monday, October 11 <sup>th</sup> (2 <sup>nd</sup> Monday) All work in non-exempt stores must be voluntary; most employees must be paid at least 1.2 times their regular hourly rate. - Police Chief permit required for non-exempt stores to open prior to noon.	<b>OPEN AT NOON</b>
<b>VETERAN'S DAY</b> – Thursday, November 11 <sup>th</sup> All work in non-exempt stores must be voluntary; most employees must be paid at least 1.2 times their regular hourly rate. - Police Chief permit required for non-exempt stores to open prior to 1:00pm.	<b>OPEN AT 1:00 pm</b>
<b>THANKSGIVING DAY</b> – Thursday, November 25 <sup>th</sup> (4 <sup>th</sup> Thursday) Only exempt stores allowed to open.	<b>CLOSED</b>
<b>CHRISTMAS DAY</b> – Saturday, 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:**

- 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).

*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 1.2 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 1.2X 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, Juneteenth, Independence Day, Labor Day, Veteran’s Day, and Columbus Day. Work performed on these six holidays must be compensated at 1.2 times the employee’s regularly hourly rate.

\*Work performed in any retail store on New Year’s Day (January 1, 2021) must still be compensated at time-and-a-half the employee’s regular rate. The New Year’s Day premium pay requirement will align with the other retail holiday openings listed above starting January 1, 2022.

**LIQUOR STORES**

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