



# RETAILERS ASSOCIATION OF MASSACHUSETTS

## 2025 RETAIL HOLIDAY SCHEDULE

<b>NEW YEAR'S DAY</b> – Wednesday, January 1 <sup>st</sup> , 2025 All work in retail stores must be voluntary	<b>OPEN</b>
<b>MARTIN LUTHER KING DAY</b> – Monday, January 20 <sup>th</sup> (3 <sup>rd</sup> Monday)	<b>OPEN</b>
<b>PRESIDENT'S DAY</b> – Monday, February 17 <sup>th</sup> (3 <sup>rd</sup> Monday)	<b>OPEN</b>
<b>PATRIOT'S DAY</b> – Monday, April 21 <sup>st</sup> (3 <sup>rd</sup> Monday)	<b>OPEN</b>
<b>MEMORIAL DAY</b> – Monday, May 26 <sup>th</sup> (Last Monday) All work in non-exempt stores—that employ more than 7 persons, including the proprietor—must be voluntary	<b>OPEN</b>
<b>JUNETEENTH INDEPENDENCE DAY</b> – Thursday, June 19 <sup>th</sup> All work in non-exempt stores—that employ more than 7 persons, including the proprietor—must be voluntary	<b>OPEN</b>
<b>INDEPENDENCE DAY</b> – Friday, July 4 <sup>th</sup> All work in non-exempt stores—that employ more than 7 persons, including the proprietor—must be voluntary	<b>OPEN</b>
<b>LABOR DAY</b> - Monday, September 1 <sup>st</sup> (1 <sup>st</sup> Monday) All work in non-exempt stores—that employ more than 7 persons, including the proprietor—must be voluntary	<b>OPEN</b>
<b>COLUMBUS DAY</b> – Monday, October 13 <sup>th</sup> (2 <sup>nd</sup> Monday) All work in retail stores must be voluntary - Police Chief permit required for non-exempt stores to open prior to noon.	<b>OPEN AT NOON</b>
<b>VETERAN'S DAY</b> – Tuesday, November 11 <sup>th</sup> All work in retail stores must be voluntary - 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 27 <sup>th</sup> (4 <sup>th</sup> Thursday) Only exempt stores allowed to open.	<b>CLOSED</b>
<b>CHRISTMAS DAY</b> – Thursday, 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) *\*voluntary work requirement applies on these holidays*
- 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.***

**SUNDAY VOLUNTARY WORK REQUIREMENTS:**

As of January 1, 2023 the retail premium pay requirement for work performed on Sundays has been eliminated from the Massachusetts General Laws (Chapter 136 §6). Employees may be compensated at their regular rate of pay for work performed on Sundays.

The law’s voluntary work requirement remains in effect. All work performed on Sunday by employees of retail establishments allowed to open under §6, and employing more than 7 persons, including the proprietor, shall be voluntary and refusal to work shall not be grounds for discrimination, dismissal, discharge reduction in hours, or any other penalty.

**HOLIDAY OPENINGS**

Exempt stores can open on all holidays. All non-exempt stores must comply with the voluntary work requirements discussed above on New Year’s Day, Columbus Day and Veteran’s Day. If employing more than 7 persons, including the proprietor, the voluntary work requirements also apply to Memorial Day, Juneteenth, Independence Day, and Labor Day. Employees may be compensated at their regular rate of pay for work performed on these Holidays.

**LIQUOR STORES**

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

**RETAILERS ASSOCIATION OF MASSACHUSETTS**  
**18 Tremont Street, Suite 810, Boston, MA 02108 (617) 523-1900**