

2026-27 EOU Employee Paid Holiday and Winter Campus Closure Schedule

Available on the [EOU Human Resources website](#)

PAID HOLIDAY	DATE AND DETAILS	OBSERVED BY
Labor Day	Monday, September 7, 2026	All
Veteran's Day	Wednesday, November 11, 2026	All
SEIU Special Day	- In addition to holidays specified in the CBA, current full-time Classified employees receive eight (8) hours of paid leave effective each July 1. - Current part-time, seasonal, and job share employees receive a prorated share of eight (8) hours of paid leave at their regular straight-time rate of pay based upon the same percentage or fraction of the month as they are normally scheduled to work.	Classified Staff
Thanksgiving	Thursday, November 26 and Friday, November 27, 2026 - Early closure on Wednesday, November 25 at Noon. - Most EOU campus buildings will be closed from Wednesday at Noon through Saturday.	All
Christmas Day	Friday, December 25, 2026 See next page for Winter Closure Schedule	All
New Year's Day	Friday, January 1, 2027	All
Rev. Dr. Martin Luther King Jr. Holiday	Monday, January 18, 2027	All
Memorial Day	Monday, May 31, 2027	All
Juneteenth Holiday	Saturday, June 19, 2027, observed on Friday, June 18, 2027	All

PAID HOLIDAY	DATE AND DETAILS	OBSERVED BY
Independence Day	Sunday, July 4, 2027, observed on Monday, July 5, 2027	All

Winter Campus Closure Schedule

Monday, December 21, 2026 through Thursday, December 24, 2026

- Eligible employees receive holiday pay on designated paid holidays during the winter campus closure.
- Other days (that are not paid holidays):
 - Classified staff may use leave without pay, or available accrued paid time off including comp time, accrued paid vacation, or accrued paid personal days, if available. If accrued leave time is unavailable, time-off is unpaid.
 - Exempt, 12-month AP and online educator employees must use accrued vacation or other available paid time-off (except sick pay) if available.
 - Nonexempt, unclassified (hourly) employees must use accrued vacation or other available paid time-off (except sick pay) if available. If unavailable, time-off is unpaid.
 - AAP Faculty and non-12-month online educators follow their normal holiday work schedule.

Additional Winter Campus Closure Information

- The EOU campus will be closed; no regular work is to be scheduled unless pre-approved by the respective Cabinet member. Only those employees specifically scheduled to provide basic services will be working such as Campus Security and certain Facilities and Planning Department personnel. Please contact Jim Hoffman at 541-962-3241 or jahoffman@eou.edu with questions about holiday and winter campus facilities closure schedules.
- The winter campus closure is required for all Classified, administrative professional and other 12-month employees.
- Faculty follow their normal work schedule during the winter academic break. Library faculty with a 12-month, 1.0 FTE contract have the option of taking vacation or working from on- or off- campus work sites. Following normal advanced paid time-off requests and approval procedures is required.

General Summary of Paid Time-Off Pay Options

- Classified staff. Holiday pay on designated holidays; or leave without pay, comp time, personal days, vacation time, and special day per the OPU-SEIU CBA.

- Administrative Professional Exempt Employees: holiday pay on paid holidays, vacation time.
- Unclassified nonexempt employees without available accrued vacation time will be granted leave without pay during the winter campus closure.
- Eligible part-time employees receive paid holiday pay on a prorated basis.
- To submit suggestions or ask questions about paid holidays or using leave during the winter closure, please feel free to contact the EOU Human Resources Department at 541-962-3548 or email at hr@eou.edu.