

2022 Holiday Schedule

Optical and Sun Retail

At EssilorLuxottica, we provide a compelling Total Rewards package that has many benefits and perks, including time off that you can spend with your friends and family. Read below to see the 2022 U.S. Holiday Schedule.

HOLIDAY	DATE
New Year's Day	Saturday, January 1
Memorial Day	Monday, May 30
Independence Day	Monday, July 4
Labor Day	Monday, September 5
Thanksgiving	Thursday, November 24
Christmas Day	Sunday, December 25

The table below shows the number of holidays and Diversity Days each eligible employee receives.

IF HIRED BETWEEN	CONTINUOUS YEARS OF SERVICE	NUMBER OF HOLIDAYS	DIVERSITY DAYS
1/1/2015 or earlier	7 years or more	6	3
1/2/2016 to 1/1/2017	5 to 6 years	6	2
1/2/2017 to 1/1/2021	1-4 years	6	1
1/2/2021 to 12/31/21	<1 year	6	0
1/1/2022 or later	0	Holidays after 30 days of employment	0

Paid Holidays

All full-time and part-time Optical and Sun retail employees are eligible to receive six paid holidays per year after the first 30 days of service. Please check with your supervisor before scheduling time off.

- Employees who work on a holiday can take their paid holiday up to 60 days after the actual holiday with supervisor approval.
 - To qualify for holiday pay, employees must work their scheduled shift before and after the holiday. If an employee is sick on their scheduled day before or after the holiday, a doctor's note is required when returning to work in order to be paid.
- Full-time employees receive eight hours pay and part-time employees receive four hours pay for each holiday.
- Casual, seasonal, and temporary employees do not qualify for holiday pay and Diversity Day pay.
- Holidays cannot be entered while an employee is on a leave of absence.

Diversity Day

Employees are also eligible for up to three paid Diversity Days (also known as floating holidays) during the year based on their complete, continuous years of service. Please get proper approval from your supervisor before scheduling your time off.

- Diversity Days are granted based upon an employee's employment and status as of January 1, 2022. For example, if an employee is full-time on January 1, they will be granted eight hours of pay per eligible Diversity Day. If an employee is part-time on January 1, they will be granted four hours of pay per eligible Diversity Day. Note: If an employee has a status change during the course of the year, the Diversity Day hour allotment cannot be modified to be more or less.
- Diversity Days, intended as floating holidays, may be used anytime throughout the year and do not carryover.
- A Diversity Day can be used during the waiting period of a leave of absence.

Additional Notes:

- Puerto Rico employees, please see the Puerto Rico Holiday Schedule.