

# Federal Holidays and Paid Leave

**The Federal Judiciary provides employees with 11 paid holidays:**

- ❖ New Year's Day
- ❖ Martin Luther King's Birthday
- ❖ Washington's Birthday
- ❖ Memorial Day
- ❖ Juneteenth Independence Day
- ❖ Independence Day
- ❖ Labor Day
- ❖ Columbus / Indigenous Peoples' Day
- ❖ Veterans Day
- ❖ Thanksgiving Day
- ❖ Christmas Day

## **Annual Leave**

Eligible federal employees accrue paid annual leave and may use it for vacations, rest and relaxation, and personal business or emergencies. Employees may carryover up to 240 hours of accrued annual leave each year. Employees will receive a lump-sum payment for any unused annual leave when he or she separates from Federal service or enters on active duty in the Armed Forces and elects to receive a lump-sum payment. Each employee's annual leave accrual rate is based on years of creditable service as shown below:

Employee Type	Less than 3 years of service	3 years but less than 15 years of service	15 or more years of service
Full-time	½ day (4 hours) for each pay period	¾ day (6 hours) for each pay period, except 1¼ day (10 hours) in last pay period	1 day (8 hours) for each pay period
Part-time	1 hour for each 20 hours in a pay status	1 hour for each 13 hours in a pay status	1 hour for each 10 hours in a pay status

## **Sick Leave**

Federal employees also accrue paid sick leave which may be used for personal medical needs, family care or bereavement, care of a family member with a serious condition, and adoption related purposes. Accrued sick leave carries over each year and there is not carry over limit. All employees accrue sick leave at the same rate as shown below:

Employee Type	Accrual
Full-time	4 hours accrues each full biweekly pay period
Part-time	1 hour accrues for each 20 hours worked.

More information can be found at the below links:

- [OPM Leave Page](#)
- [JNET Leave Guidance](#)