Nothing Was a Gift – The Evolution of Paid Holidays

“Nothing Was a Gift” flyers are designed to help members understand how each contract provides a building block for a stronger future and contract language evolves over time. One thing is certain, nothing we have was a gift from the Company. Every word and clause was hard fought with solidarity from those who came before us. This flyer looks at paid holiday language in the Boeing contract.

1950 Paid holidays were first negotiated in 1950. Prior to that, a holiday was a day off without pay. There were eight paid holidays in 1950: New Year’s Day, Washington’s Birthday, Memorial Day, Fourth of July, Labor Day, Thanksgiving Day, the Friday following Thanksgiving and Christmas.

1958 There were still eight paid holidays; however, a provision was included to the effect that in lieu of Washington’s Birthday, the last working day before Christmas might be substituted.

1960 The last working day before Christmas was permanently substituted for Washington’s Birthday.

1965 Number of holidays expanded to nine with the addition of Good Friday for all locations except Michoud Plant and Mississippi Test Facilities, which had Mardi Gras Day.

1968 Added one more paid holiday — the regular working day following Christmas was added.

1971 Good Friday moved to the extra day off at Christmas. This contract marked the first time the holidays stretched from Christmas Eve through New Year’s Day, which has continued ever since.

1989 All holidays and weekends consecutive to a holiday will be worked solely on a voluntary basis.

1995 Eliminated requirement that employee must work either the day before or day after the holiday to qualify for holiday pay. Employee is eligible for holiday pay if on active payroll or if absent for medical reasons not longer than 90 days prior to holiday.