

# THE NAVAJO NATION

JONATHAN NEZ | PRESIDENT MYRON LIZER | VICE-PRESIDENT



## MEMORANDUM

TO : Division/Executive Directors, Department and Program Managers  
**EXECUTIVE AND LEGISLATIVE BRANCHES**

FROM : *Tomicita Woodie*  
Tomicita Woodie, Human Resources Director  
Department of Personnel Management

DATE : June 17, 2022

SUBJECT : **JUNETEENTH HOLIDAY**

The Navajo Nation government offices will be closed on Monday, June 20, 2022 in observance of the Nation's newest federal holiday, the Juneteenth National Independence Day Act which was signed into law on June 17, 2021.

Pursuant to the Navajo Nation Personnel Policies Manual, Section IX Employee Benefits B. Paid Holidays. (See Attachment)

1. Additional holidays include any day designated as a holiday by federal statute, Executive Order of the President of the United States, or action of the Navajo Nation Council, the President of the Navajo Nation, or the Speaker of the Navajo Nation Council.
2. All employee's except temporary employees are eligible for paid holidays.
3. Holidays falling on a Sunday will be observed on the following Monday.
8. Any employee who is required to work on a holiday and does work shall be paid at twice his/her regular rate of pay. Employees working on a holiday will not be given equivalent time off before or after the holiday.

Should you have any questions, please contact the DPM at (928) 871-6330. Thank you.

CONCURRED:

A handwritten signature in black ink, appearing to read "Paulson Chaco".

Paulson Chaco, Chief of Staff  
Office of the President and Vice President

XC: Dr. Perphelia Fowler, Division Director, DHR  
File

## The Navajo Nation Personnel Policies Manual – June 3, 2020

### IX. EMPLOYEE BENEFITS

#### B. Paid Holidays

1. The following days shall be recognized as paid holidays:
  - Jan 1 - New Year's Day
  - Jan, 3rd Monday - Martin Luther King Day
  - Feb, 3rd Monday - President's Day
  - ~~May, 2nd Friday in May - Navajo Nation Police Officers Day~~ **Observed Per Legislation CO-64-17**
  - May, Last Monday - Memorial Day
  - Jun 1 - Navajo Nation Memorial Day
  - Jul 4 - Independence Day
  - Aug 14 - Navajo Code Talker Day
  - Sep, 1st Monday - Labor Day
  - Nov 11 - Veteran's Day
  - Nov, 4th Thursday - Thanksgiving Day
  - Friday Following Thanksgiving - Navajo Nation Family Day
  - Dec, 25 - Christmas Day

Additional holidays include any day designated as a holiday by federal statute, Executive Order of the President of the United States, or action of the Navajo Nation Council, the President of the Navajo Nation, or the Speaker, Navajo Nation Council.

2. All employees except temporary employees are eligible for paid holidays.
3. Holidays falling on a Saturday will be observed on the preceding Friday. Holidays falling on a Sunday will be observed on the following Monday.
4. An eligible employee with an unexcused absence on normal work days prior to or after a designated paid holiday, will not be paid for the holiday.
5. If a holiday occurs when an eligible employee is on approved leave, the absence will not be charged against his/her accrued leave.
6. An eligible employee who is on a scheduled day off when a holiday is observed will be paid at his/her regular rate of pay.
7. An eligible employee required to work on a designated holiday who does not report to work and is not excused, will forfeit the holiday pay.
8. Any employee who is required to work on a holiday and does work shall be paid at twice his/her regular rate of pay. (See Section VII. H). Employees working on a holiday will not be given equivalent time off before or after the holiday.