



US Company Recognized Holidays Schedule

2026 Veolia Holidays	
New Year's Day*	January 1, 2026
Martin Luther King Day	January 19, 2026
President's Day	February 16, 2026
Memorial Day	May 25, 2026
Juneteenth*	June 19, 2026
Independence Day* (observed)	July 3, 2026
Labor Day	September 7, 2026
Veterans Day*	November 11, 2026
Thanksgiving Day	November 26, 2026
Day after Thanksgiving	November 27, 2026
Christmas Day*	December 25, 2026

* To the extent that these holidays fall on a Saturday, the holiday will be observed on the previous Friday. If these holidays fall on a Sunday, the holiday will be observed on the following Monday.

FOR EMPLOYEES COVERED BY A COLLECTIVE BARGAINING AGREEMENT (UNION Represented Locations) - Union represented employees may have different Holidays. Please consult your CBA for Company Recognized Holidays