



Vacation & Holidays

VACATION

Ecolab provides paid vacation days each year depending on employment status and length of service. All full-time and part-time employees are eligible for vacation benefits. Vacation in the first year of employment is prorated according to your hire date and is available to use after a specific time period.

HOLIDAYS

In general, full-time and part-time employees are entitled to time off with pay on designated holidays unless they have been hired for the purpose of working on holidays and weekend or during other employees' vacations. Part-time employees must be scheduled to work on the designated holidays in order to be paid for the holidays.

There are 6 primary holidays:

- New Year's Day
- Memorial Day
- Independence Day (July 4)
- Labor Day
- Thanksgiving Day
- Christmas Day

Additional holidays may be designated according to annual holiday schedules issued by the division or Corporate Headquarters. Additional holidays may include one or more of the following days:

- Presidents' Day
- Pre- or Post-July Fourth
- Post-Thanksgiving Day
- Christmas Eve Day
- New Year's Eve Day

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