



Hawaii
Employers
Council

Research Report
Number 4245

November 2009

2009 Holiday Practices Survey Results Summary

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2009 Holiday Practices Survey Results Summary

Three hundred fifty-eight (358) companies participated in the Hawaii Employers Council 2009 Holiday Practices Survey. The following is a summary of the results from the survey.

Holiday Staff Scheduling Practices

The questions were designed to determine what additional days off (if any) companies intended to give employees to observe the holidays.

Half Staff Scheduling Practices	Yes	No	Undecided
Allowing half the staff to be off on Thursday, December 24, 2009	13.8%	67.4%	18.8%
Allowing half the staff to be off on Thursday, December 31, 2009	11.5	68.3	20.2
Allowing half the staff to be off on Thursday, December 24 and the other half to be off on Thursday, December 31, 2009	19.6	62.6	17.8

Holiday Scheduling Day Off Practices	Full Day	Half Day	No Time Off	Undecided
Give employees time off on Thursday, December 24, 2009	15.1%	33.5%	32.6%	18.8%
Give employees time off on Thursday, December 31, 2009	12.7	31.5	36.1	19.8

Company Party Practices

The questions were designed to determine whether companies intended to have company-wide holiday parties. If they planned on serving alcoholic beverages, what (if anything) were they intending to do to mitigate any potential liability.

Company Party and Alcoholic Beverages Will Be Served	25.4%
Company Party – No Alcoholic Beverages Being Served	39.9
No Company Wide Party Planned	34.7

Company Party – With Alcoholic Beverages Being Served and plan on the following:

▪ Designated drivers encouraged / required	60.9%
▪ Instructing servers to refuse intoxicated employees	50.6
▪ Company does not pay for alcoholic beverages at the party	40.2
▪ Stopping beverage service well before the scheduled end of the party	33.3
▪ Utilizing a ticket system to limit drinks	31.0
▪ Company provides alternate transportation	26.4