Lattice



HR Calendar

Workplace holidays, important deadlines,
and monthly HR and self-care tips.

2027 HR Calendar

HR calendars used to have one real job: Make sure nobody misses open enrollment. This one tries to do something else: Remind you that the person keeping track of it all needs a break sometimes, too.

Our own research backs that up. In this year's State of People Strategy Report, 55% of US HR practitioners told us they'd considered leaving the field over the emotional toll of the work — even as 83% said they're optimistic about what AI could take off their plates. You're holding pressure and possibility at the same time.

Yes, in this calendar you'll find the usual suspects: every US bank holiday, compliance deadline, and cultural moment worth knowing about. But it's also got two things per month that aren't just dates — people strategy advice grounded in what we're actually seeing across HR teams, and a self-care tip that isn't "drink more water."

From all of us at Lattice: Here's to a 2027 that's a little more sane.

Lattice

Build your own calendar in Lattice.

The Lattice Calendar handles performance review cycles, merit windows, open enrollment, and anything else happening at your company — on a platform employees actually check.

Ready to try it? Head to the Admin page and add your first event.



2027

January



SELF-CARE TIP

Everyone comes back from the holidays vowing to fix their entire life by February. Pick one boundary you can actually hold: shorter meetings, a hard stop at 5 p.m., whatever it is. Let the rest go.

PEOPLE STRATEGY TIP

January is the one month of the year when employees actually want to talk about their goals. Use the momentum: Get development plans and growth conversations scheduled. Our AI Skills Library includes a ready-made skill for designing a career growth track, so those conversations start with a plan rather than a blank page.

January

THIS MONTH

National Mentoring Month

Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday
					1 New Year's Day **(Bank Holiday)**	2
3	4	5	6	7	8	9
10	11	12	13	14	15 National Bagel Day	16
17	18 Martin Luther King Jr. Day **(Bank Holiday)**	19	20	21	22	23
24	25	26 Plan for Vacation Day	27	28 Data Privacy Day	29 National Fun at Work Day	30
31						

2027

February



SELF-CARE TIP

The stars have aligned as President's Day, Super Bowl Sunday, and Valentine's Day make for a three-day weekend that's banger after banger. Turn off your notifs, schedule some self-love, and stay safe out there.

PEOPLE STRATEGY TIP

According to our 2027 report, European teams are almost four times more likely to prioritize DEIB programs (27% versus 7%) than their US counterparts. But we found that the highest-performing teams were five times more likely to invest in it. So what gives? Consider giving your DEIB data a fresh look this month.

February

THIS MONTH

Black History Month

Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday
	1 Deadline: Post OSHA Form 300A Deadline: Give employees their W-2s and 1099s Deadline: File Form 941 for Q4 2026	2 Groundhog Day	3	4 Rosa Parks Day	5	6 Lunar New Year (Year of the Goat)
7	8 Ramadan begins (tentative)	9 National Pizza Day Mardi Gras	10 Ash Wednesday Lent Begins	11	12	13 Galentine's Day
14 Valentine's Day Super Bowl LXI (Super Bowl Sunday)	15 Presidents' Day **(Bank Holiday)**	16	17	18	19	20 World Day of Social Justice
21	22	23	24	25	26	27
National Engineers Week						
28						

2027

March



SELF-CARE TIP

Q2 planning season makes 9 p.m. emails feel urgent. They're usually not. Set a real cutoff and say it out loud to your team. A boundary only works if people know it exists.

PEOPLE STRATEGY TIP

Women's History Month deserves more than a themed Slack banner. Pull your pay equity and promotion-rate data and see if the story it tells matches the one on your careers page. Our piece on what International Women's Day means to HR has more on turning the month into action.

March

THIS MONTH

Women's History Month

National Disability Awareness Month

Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday
	1	2 Deadline: File OSHA Form 300A electronically	3	4	5 Employee Appreciation Day	6 Laylatul Qadr (Tentative)
7	8 International Women's Day Ramadan ends (Tentative)	9 Eid al-Fitr (Tentative)	10 Pack Your Lunch Day	11	12	13
14 Daylight Saving Time begins Pi Day	15	16	17 St. Patrick's Day	18	19	20 Spring begins
21	22 Holi	23 National Puppy Day	24	25	26	27
28 Easter	29	30	31 César Chávez Day Transgender Day of Visibility Deadline: Electronically file ACA forms			

2027

April



SELF-CARE TIP

Your calendar has more built-in excuses to go outside this month than most. Take the walk between calls, eat lunch away from your desk — ten real minutes of daylight does more for your afternoon than a second coffee.

PEOPLE STRATEGY TIP

Earth Day and Volunteer Month give you an easy way to make "giving back" more than a value on the wall. A park cleanup or donation drive works fine, but formalizing volunteer time off (VTO) is what actually outlasts April.

April

THIS MONTH

Earth Month
National Volunteer Month
Arab American Heritage Month

Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday
				1 April Fool's Day	2 Walk to Work Day	3
4	5	6	7 World Health Day	8	9	10 National Siblings Day
11 National Pet Day	12	13	14	15 Tax Day	16	17
18	19	20	21 Administrative Professionals Day	22 Earth Day Take Your Kids to Work Day	23	24
			Passover			
Administrative Professionals Week						
25	26	27	28 National Superhero Day	29	30 Arbor Day Deadline: File IRS Form 941 for Q1 2027	
Passover						

2027

May



SELF-CARE TIP

You're usually the one people come to for support, which makes it easy to forget to ask for your own. Mental Health Awareness Month is as good an excuse as any to loop in a teammate, book the appointment, or just say, "I can't take that on right now."

PEOPLE STRATEGY TIP

With performance review season in the rearview at many companies, this is a rare month with room to reflect on ways to improve the process. If writing reviews was the bottleneck, our AI Prompts Library has ready-to-use prompts for drafting reviews and requesting feedback, built to pull from the goals and feedback already in Lattice.

May

THIS MONTH

Mental Health Month
Asian American, Native Hawaiian, and Pacific Islander (AANHPI) Heritage Month
Jewish American Heritage Month

Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday
						1
2 Take Baby to Lunch Day	3	4 Star Wars Day Teacher's Day	5 Cinco de Mayo	6 National Nurses Day	7 National Military Spouse Appreciation Day	8
9 Mother's Day	10	11	12	13	14	15
16 Eid al-Adha (Tentative)	17	18	19 Malcolm X Day	20 International Human Resources Day	21	22
23	24	25	26	27	28	29
30	31 Memorial Day **(Bank Holiday)**					

2027

June



SELF-CARE TIP

Mid-year is a good time to audit your own calendar the way you'd audit a headcount plan. Whatever's recurring and not mission-critical, cut it or hand it off — nobody's grading you on how many standing meetings you can survive.

PEOPLE STRATEGY TIP

We're halfway through the year. We're not judging you if the OKRs you set in January have fallen by the wayside. Revisit them with your team, name what's actually working, and pull in Lattice's free HR Metrics Slide Deck Template or Employee Engagement Survey Template if you need numbers to make the case.

June

THIS MONTH

LGBTQ+ Pride Month
Caribbean American Heritage Month
National Safety Month

Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday
		1	2	3	4 Doughnut Day	5 World Environment Day
6	7	8 National Best Friend Day	9	10	11	12
13	14	15 Ashura (Tentative)	16	17	18 Juneteenth observed (Bank Holiday)	19 Juneteenth
20 World Refugee Day Father's Day	21 Summer begins	22	23 Public Service Day	24 FIFA Women's World Cup Kickoff (Brazil)	25	26
27	28 International Pride Day	29	30			

2027

July



SELF-CARE TIP

That PTO you blocked back in February: Is it still actually on the calendar, or did Q3 eat it? Check now, before fall planning gives you a reason to cancel it.

PEOPLE STRATEGY TIP

HR tech evaluations aren't summer fun, but doing the legwork now (ahead of Q4 budget conversations) beats scrambling in November. Our technology requirements checklist is built for exactly this kind of thankless groundwork.

July

THIS MONTH

National Ice Cream Month
National Hot Dog Month
National Picnic Month

Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday
				1 International Joke Day	2	3
4 Independence Day	5 Independence Day observed (Bank Holiday)	6	7 World Chocolate Day	8	9	10
11	12	13	14	15	16	17
18	19	20	21	22	23	24 International Self-Care Day
25 Parents' Day FIFA Women's World Cup Final (Brazil)	26	27	28	29 National Intern Day	30 National Cheesecake Day	31

2027

August



SELF-CARE TIP

Name one part of the job that's draining you and one that isn't, then make a single small change toward more of the second. You don't need a sabbatical (though we love those) to realign your week: one fewer meeting and one more thing you're actually good at will do it.

PEOPLE STRATEGY TIP

Shh. Can you hear that? It's your team's silent discontent. August tends to be low-key, so run a short survey or a handful of stay interviews. Surface the small stuff before it becomes the reason someone quits in October. Our HR effectiveness survey template is a quick way to get started.

August

THIS MONTH

Black Business Month
National Wellness Month
Sandwich Month

Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday
1	2 Deadline: File IRS Form 941 for Q2 2027 and Form 5500	3	4 National Chocolate Chip Cookie Day	5	6	7
World Breastfeeding Week						
8 International Cat Day	9 Book Lovers Day	10	11	12	13 Left-Handers Day	14
15	16	17	18	19 World Humanitarian Day	20	21 National Senior Citizens Day
22	23	24	25	26 Women's Equality Day	27	28
29	30	31				

2027

September



SELF-CARE TIP

Conference season, planning season, and budget season all land at once, and every yes to one is a no to something else. Practice saying no in a way that doesn't require a three-sentence justification.

PEOPLE STRATEGY TIP

Before open enrollment locks in next year's benefits, find out what your people actually want instead of guessing. Our benefits survey template beats another round of anecdotal polling on Slack.

September

THIS MONTH

Read a New Book Month

Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday
			1	2	3	4
5	6 Labor Day **(Bank Holiday)**	7	8	9	10 World Suicide Prevention Day National 401(k) Day	11 Patriot Day
12 Grandparents' Day	13	14	15 Hispanic Heritage Month begins	16	17	18 International Equal Pay Day
19	20	21 World Gratitude Day	22 Fall begins American Business Women's Day	23	24	25
26 National HR Appreciation Day	27	28 National Good Neighbor Day	29	30		

2027

October



SELF-CARE TIP

Open enrollment is the closest HR gets to a contact sport: vendors, compliance, and confused employees, all at once. Block real recovery time on your own calendar, too, even if it's just a lunch break away from your desk.

PEOPLE STRATEGY TIP

It's National Learning and Development Month, and the skill most teams are rushing to build right now is AI fluency. Our free AI Skills Library includes a ready-made skill for building an AI fluency program, plus others for the HR work you do on repeat, like drafting reviews and prepping manager coaching.

October

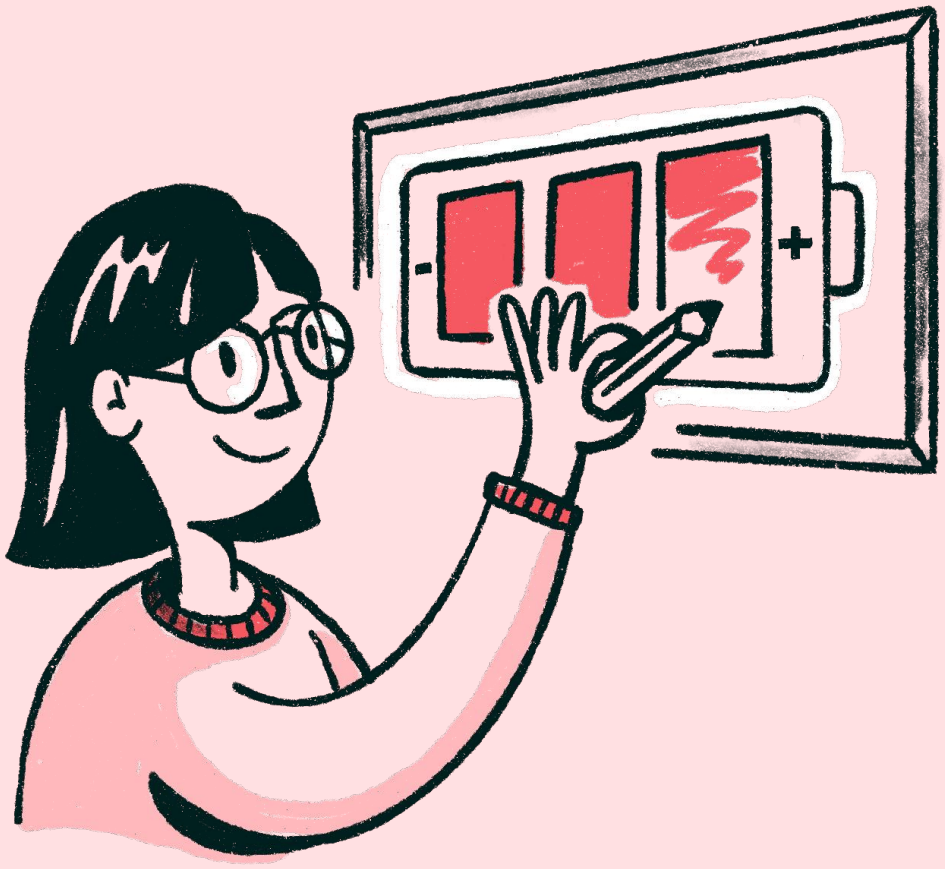
THIS MONTH

Breast Cancer Awareness Month
Global Diversity Awareness Month
National Learning and Development Month

Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday
					1 International Coffee Day	2 Rosh Hashanah
3 Rosh Hashanah	4	5 World Teachers' Day	6	7	8	9
10 World Mental Health Day Yom Kippur	11 Indigenous Peoples Day **(Bank Holiday)**	12	13	14 National Dessert Day	15 Hispanic Heritage Month ends	16 National Boss' Day
17	18	19	20	21	22	23
24	25	26	27 National Mentoring Day	28 National First Responders Day	29 Diwali	30
31 Halloween						

2027

November



SELF-CARE TIP

Rethink how you recharge. Whether it's cooking, journaling, moving your body, or saying no to holiday events — choose what genuinely fills you up, not just what looks relaxing or is socially expected. Editor's note: We needed a tip for this month, but perhaps you should actually do these things year-round?

PEOPLE STRATEGY TIP

Gratitude season doesn't look the same for everyone on your team; even the most well-meaning celebrations can leave people out. Lead with curiosity about how people actually want to mark the season — our list of engagement holidays is a good starting point beyond the default.

November

THIS MONTH

National Native American Heritage Month
National Career Development Month
Movember

Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday
	1 Deadline: File IRS Form 941 for Q3 2027	2	3	4	5	6
7 Daylight Saving Time ends	8	9	10	11 Veterans Day **(Bank Holiday)**	12	13
14	15 America Recycles Day	16 International Day for Tolerance	17	18	19	20 World Children's Day
21	22	23	24	25 Thanksgiving Day **(Bank Holiday)**	26 Black Friday	27
28	29 Cyber Monday	30 Giving Tuesday				

Día de los Muertos

2027

December



SELF-CARE TIP

HR spends the year celebrating everyone else. Write down one thing you did this year that nobody thanked you for, then thank yourself for it. You don't need permission to count your own year as work worth acknowledging.

PEOPLE STRATEGY TIP

Retention doesn't take December off. Your best people are doing their own year-end reflecting, too. Encourage managers to check in with their reports before that reflection turns into a January resignation letter. Lattice's 1:1s tool can recommend talking points, and our prep-for-a-1:1 skill helps managers walk in ready.

December

THIS MONTH

Universal Human Rights Month

Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday
			1	2	3 International Day for People with Disabilities	4
5	6	7	8	9	10 Human Rights Day	11
12	13	14	15	16	17 National Ugly Sweater Day	18 International Migrants Day
19	20	21 Winter begins	22	23	24 Christmas Eve Christmas Day observed (Bank Holiday) Hanukkah	25 Christmas Day
26 Kwanzaa Hanukkah	27	28	29	30	31 New Year's Eve	

Lattice

People + AI: Succeeding Together

Lattice is the #1 AI-powered HR platform that turns managers into leaders, employees into high-performers, and companies into the best places to work. Lattice provides interconnected and intuitive HR tools designed to help people and AI succeed together.

With offices across North America and the UK, Lattice serves more than 5,000 customers worldwide, including Brilliant Earth, Calm, Figma, Intercom, NPR, Tide, and more. The company is recognized as one of Inc.'s Best in Business and a Deloitte Technology Fast 500™ company for business excellence, growth, and innovation.

Request a demo Take a tour ›

Build your own HR calendar.

This calendar is a starting point, not the whole plan. Our HR Calendar Planning Template gives you a spreadsheet built for scheduling what's specific to your company, whether it's engagement surveys, review cycles, or open enrollment — without starting from a blank tab.

Download the template ›

