

**NEW YORK STATE DEPARTMENT OF CIVIL SERVICE
ATTENDANCE AND LEAVE MANUAL
TRANSMITTAL MEMORANDUM NO. 42**

Appendix B

August 2016

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TO: Manual Recipients
FROM: Scott DeFruscio, Director of Staffing Services
SUBJECT: Attendance and Leave Manual Appendix B

This memorandum transmits the material listed below for insertion in your copy of the Attendance and Leave Manual.

		<u>Section</u>	<u>Pages</u>	<u>Date</u>
(1)	Introduction	Appendix B	1-2	August 2016
(2)	2017 Calendar of Legal Holidays and Days of Religious Significance	Appendix B	3-6	August 2016

The following material should be retained until July 5, 2019, and then removed from your copy of the Manual and destroyed.

		<u>Section</u>	<u>Pages</u>	<u>Date</u>
(1)	Introduction	Appendix B	1-2	June 2015
(2)	2016 Calendar of Legal Holidays and Days of Religious Significance	Appendix B	3-6	June 2015

Attachment

NEW YORK STATE DEPARTMENT OF CIVIL SERVICE
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2017 Calendar of Legal Holidays and Days of Religious Significance

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Introduction

The New York State General Construction Law establishes the days or dates on which legal holidays are observed in New York State. Under this law, holidays other than Flag Day which fall on a Sunday are observed on the following Monday. The Attendance Rules and negotiated agreements identify which of these legal holidays are observed as paid holidays by New York State as an employer. This calendar does not modify negotiated agreements or Attendance Rules items on the subject of holidays. (See Section 21.1, Holidays, in this Manual.)

Information concerning the days of religious significance was obtained from official religious sources. Since it is not possible to include in this calendar the days of religious significance of every faith, agencies with questions about other religious observances should call the Attendance and Leave Unit of this Department at (518) 457-2295.

The calendar is intended as a guide, since special and local conditions may cause variation from official practice. It is impossible here to note every observance, such as an individual saint's day, which ordinarily would not require absence from work.

The following further explains days of religious significance and the calendar notations:

1. An asterisk (*) indicates a day of required religious observance. The letters before an asterisk indicate the faiths for which the day is a day of required religious observance. The abbreviations used correspond to the following denominations or subdenominations:

EO	-	Eastern Orthodox
P	-	Protestant
RC	-	Roman Catholic
OJ	-	Orthodox Jew
CJ	-	Conservative Jew
RJ	-	Reform Jew
M	-	Muslim

2. All days of religious significance for the Jewish faith begin at sundown on the evening before the date given.
3. The Orthodox Jewish faith requires its members to observe each Saturday as the Sabbath. Its members are not permitted to travel by car or common carrier after sundown on Friday evening.

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4. Reform Jews observe one day of required religious observance at the beginning and end of holy days rather than the two days Conservative and Orthodox Jews observe.
5. The Roman Catholic Church requires its members to attend Mass every Sunday and on days of required religious observance. In some areas, this obligation may be fulfilled by attending Mass after 4 p.m. on the preceding day. In some communities, the Solemnity of the Mother of God (January 1), the Assumption (August 15), and All Saints Day (November 1) are not considered to be days of required religious observance if they fall on a Saturday or a Monday.
6. The Eastern Orthodox Church requires its members to attend Divine Liturgy on Sundays and on days of required religious observance.
7. Some Eastern Orthodox churches, including many Russian Orthodox parishes, follow the Julian rather than the Gregorian calendar. For this reason, they celebrate certain days of religious significance 13 days later than the dates listed by the Eastern Orthodox Church.
8. Members of the Islamic faith observe Fridays as their major day of worship. The fast of Ramadan begins at sundown on the evening before the date given; there is no prohibition on working during Ramadan. The two days of required religious observance are Eid-ul-Fitr (Festival of Fastbreaking) and Eid-ul-Adha (Festival of Sacrifice). Members of the Islamic faith are prohibited from working on those two days. All of the dates of Islamic observance are tentative because they are based on sightings of the moon. Those wishing to confirm the exact dates should call the Attendance and Leave Unit no more than 30 days before the date listed on the calendar.

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MONTH	DATE	DAY	LEGAL HOLIDAYS	DAYS OF RELIGIOUS SIGNIFICANCE
JANUARY	1	Sunday	New Year's Day ¹	Feast of the Circumcision (EO*) Solemnity of the Mother of God (RC*)
	2	Monday	New Year's Day (Observed)	
	6	Friday		Feast of the Epiphany (EO*) (P) (RC)
	16	Monday	Dr. Martin Luther King, Jr. Day	
	18 to 25	Wednesday to Wednesday		Week of Prayer for Christian Unity (P) (RC)
FEBRUARY	2	Thursday		The Presentation of Christ (EO*)
	3	Friday		World Community Day (P)
	11	Saturday		Tu Bi Shevat (OJ, CJ, RJ)
	12	Sunday	Lincoln's Birthday ^{1,2}	
	13	Monday	Lincoln's Birthday (Observed)	
	18	Saturday		Saturday of Souls (EO)
	25	Saturday		Saturday of Souls (EO)
20	Monday	Washington's Birthday (Observed)		
MARCH	1	Wednesday		Ash Wednesday (P) (RC)
	3	Friday		World Day of Prayer (P)
	4	Saturday		Saturday of Souls (EO)
	5	Sunday		Sunday of Orthodoxy (EO) First Sunday of Lent (P)
	9	Thursday		Fast of Esther (OJ, CJ, RJ)
	12	Sunday		Purim (OJ, CJ, RJ)
	25	Saturday		The Annunciation (EO*)
APRIL	9	Sunday		Palm Sunday (EO*) (P) (RC)
	10	Monday		First Passover Seder (OJ*, CJ*, RJ*)
	11	Tuesday		Passover (OJ*, CJ*, RJ*)
	12	Wednesday		Passover (OJ*, CJ*, RJ)
	13	Thursday		Holy Thursday (EO*) (RC)

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APRIL				Maundy Thursday (P)
	13 to 16	Thursday to Sunday		Intermediate Days of Passover (OJ, CJ, RJ)
	14	Friday		Good Friday (EO*) (P) (RC)
	15	Saturday		Holy Saturday (EO*)
	16	Sunday		Easter Sunday (EO*) (P) (RC)
	17	Monday		Passover (OJ*, CJ*, RJ*)
	18	Tuesday		Passover (OJ*, CJ*)
	21	Friday		The Feast of the Lifegiving Fountain (EO)
	23	Sunday		The Feast of Saint George (EO)
	24	Monday		Yom Hashoah (Holocaust Memorial Day)
MAY	1	Monday		Yom Hazikaron (Day of Remembrance)
	2	Tuesday		Yom Haatzmaut (Israel Independence Day)
	5	Friday		May Friendship Day (P)
	14	Sunday		Lag Ba Omer (OJ, CJ, RJ)
	21	Sunday		Feast of Sts. Constantine and Helen (EO)
	24	Wednesday		Yom Yerushalayim (Jerusalem Day)
	25	Thursday		Ascension Thursday (EO*) (P) (RC*)
	27	Saturday		First Day of Ramadan (M) ³
	29	Monday	Memorial Day	
	31	Wednesday		Shavuot (OJ*, CJ*, RJ*)
JUNE	1	Thursday		Shavuot (OJ*, CJ*)
	3	Saturday		Saturday of Souls (EO)
	4	Sunday		The Feast of the Holy Spirit (EO) Pentecost (EO*) (P) (RC)
	11	Sunday	Flag Day ⁴	
	18	Sunday		Corpus Christi (RC)
	25	Sunday		All Saints Day (EO) Eid-ul-Fitr

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JUNE				(Festival of Fastbreaking) (M*)
	29	Thursday		Feast of Sts. Peter and Paul (EO)
JULY	4	Tuesday	Independence Day	
	11	Tuesday		The Fast of the 17 th of Tammuz (OJ, CJ, RJ)
AUGUST	1	Tuesday		Fast of the 9 th of AV (OJ, CJ, RJ)
	6	Sunday		The Transfiguration of Jesus Christ (EO*)
	15	Tuesday		The Repose of the Blessed Mother (EO*) Nativity of the Theotokos (EO) The Assumption (RC*)
SEPTEMBER	1	Friday		Eid-ul-Adha (Festival of Sacrifice) (M*)
	4	Monday	Labor Day	
	14	Thursday		The Elevation of the Holy Cross (EO*)
	21	Thursday		Rosh Hashanah (OJ*, CJ*, RJ*)
	22	Friday		Rosh Hashanah (OJ*, CJ*, RJ)
	29	Friday		Kol Nidre (OJ*, CJ*, RJ*)
	30	Saturday		Yom Kippur (OJ*, CJ*, RJ*)
OCTOBER	1	Sunday		World Communion Sunday (P)
	5	Thursday		Sukkot (OJ*, CJ*, RJ*)
	6	Friday		Sukkot (OJ*, CJ*)
	7 to 11	Saturday to Wednesday		Intermediate Days of Sukkot (OJ, CJ, RJ)
	9	Monday	Columbus Day	
	12	Thursday		Shemini Atzeret (OJ*, CJ*, RJ*)
	13	Friday		Simchat Torah (OJ*, CJ*)
	26	Thursday		Feast of St. Demetrios (EO)
	31	Tuesday		Reformation Day (P)
NOVEMBER	1	Wednesday		All Saints Day (P) (RC*)
	2	Thursday		All Souls Day (RC)

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NOVEMBER	7	Tuesday	Election Day	
	11	Saturday	Veterans' Day	
	21	Tuesday		Presentation of the Virgin Mary (EO*)
	23	Thursday	Thanksgiving Day	Thanksgiving Day (P)
DECEMBER	3	Sunday		First Sunday of Advent (P)
	6	Wednesday		Feast of St. Nicholas (EO)
	8	Friday		Feast of the Immaculate Conception (RC*)
	13 to 20	Wednesday to Wednesday		Chanukah (OJ, CJ, RJ)
	25	Monday	Christmas Day	Christmas Day (P) Feast of the Nativity (EO*) (RC*)
	26	Tuesday		First Day of Kwanzaa ⁵
	27	Wednesday		Feast of St. Stephen (EO)

¹ Under the Attendance Rules, when a holiday falls on a Sunday, it is observed on the following Monday.

² The State has designated Lincoln's Birthday as a floating holiday in 2017 for State employees in certain bargaining units.

³ The observance of Ramadan is anticipated to begin on May 27, 2017. See introduction, Note 8.

⁴ Flag Day, the second Sunday in June, is not observed on the following Monday, and is not a paid holiday for State employees

⁵ Kwanzaa actually ends on January 1, 2018.