

**NEW YORK STATE DEPARTMENT OF CIVIL SERVICE  
ATTENDANCE AND LEAVE MANUAL  
TRANSMITTAL MEMORANDUM NO. 45**

Appendix B

July 2019

Page 1 of 1

TO: Manual Recipients  
FROM: Jessica Rowe, Acting Director Staffing Services Division  
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	July 2019
(2)	2020 Calendar of Legal Holidays and Days of Religious Significance	Appendix B	3-6	July 2019

The following material should be retained until June 30, 2021, 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 2018
(2)	2019 Calendar of Legal Holidays and Days of Religious Significance	Appendix B	3-6	June 2018

Attachment

**NEW YORK STATE DEPARTMENT OF CIVIL SERVICE**  
**ATTENDANCE AND LEAVE MANUAL**  
**2020 Calendar of Legal Holidays and Days of Religious Significance**

Appendix B

Page 1 of 6

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 sub denominations:

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.

**NEW YORK STATE DEPARTMENT OF CIVIL SERVICE**  
**ATTENDANCE AND LEAVE MANUAL**  
**2020 Calendar of Legal Holidays and Days of Religious Significance**

Appendix B

Page 2 of 6

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 Fast breaking) 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.

**NEW YORK STATE DEPARTMENT OF CIVIL SERVICE**  
**ATTENDANCE AND LEAVE MANUAL**  
**2020 Calendar of Legal Holidays and Days of Religious Significance**

Appendix B

Page 3 of 6

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

**NEW YORK STATE DEPARTMENT OF CIVIL SERVICE**  
**ATTENDANCE AND LEAVE MANUAL**  
**2020 Calendar of Legal Holidays and Days of Religious Significance**

Appendix B

Page 4 of 6

MONTH	DATE	DAY	LEGAL HOLIDAYS	DAYS OF RELIGIOUS SIGNIFICANCE
APRIL	11 to 14	Saturday to Tuesday		Intermediate Days of Passover (OJ, CJ, RJ)
	12	Sunday		Easter Sunday (P) (RC) Palm Sunday (EO*)
	15	Wednesday		Passover (OJ*, CJ*, RJ*)
	16	Thursday		Holy Thursday (EO*) Passover (OJ*, CJ*)
	17	Friday		Good Friday (EO*)
	18	Saturday		Holy Saturday (EO*)
	19	Sunday		Easter Sunday (EO*)
	21	Tuesday		Yom HaShoah (Holocaust Memorial Day)
	23	Thursday		The Feast of Saint George (EO)
	24	Friday		First Day of Ramadan (M) <sup>1</sup> The Feast of the Lifegiving Fountain (EO)
	28	Tuesday		Yom HaZikaron (Day of Remembrance)
	29	Wednesday		Yom HaAtzmaut (Israel Independence Day)
MAY	1	Friday		May Friendship Day (P)
	12	Tuesday		Lag Ba Omer (OJ, CJ, RJ)
	21	Thursday		Ascension Thursday (P) (RC*) Feast of Sts. Constantine and Helen (EO)
	22	Friday		Yom Yerushalayim (Jerusalem Day)
	24	Sunday		Eid-ul-Fitr (Festival of Fastbreaking) (M*)
	25	Monday	Memorial Day	
	28	Thursday		Ascension Thursday (EO*)
	29	Friday		Shavuot (OJ*, CJ*, RJ*)
	30	Saturday		Shavuot (OJ*, CJ*)
	31	Sunday		Pentecost (P) (RC)

**NEW YORK STATE DEPARTMENT OF CIVIL SERVICE**  
**ATTENDANCE AND LEAVE MANUAL**  
**2020 Calendar of Legal Holidays and Days of Religious Significance**

Appendix B

Page 5 of 6

MONTH	DATE	DAY	LEGAL HOLIDAYS	DAYS OF RELIGIOUS SIGNIFICANCE
<b>JUNE</b>	6	Saturday		Saturday of Souls (EO)
	7	Sunday		Pentecost (EO*)
	8	Monday		The Feast of the Holy Spirit (EO)
	14	Sunday	Flag Day <sup>2</sup>	All Saints Day (EO) Corpus Christi (RC) (observed in NYS Dioceses)
	29	Monday		Feast of Sts. Peter and Paul (EO)
<b>JULY</b>	4	Saturday	Independence Day	
	9	Thursday		Fast of the 17 <sup>th</sup> of Tammuz (OJ, CJ, RJ)
	30	Thursday		Fast of the 9th of AV (OJ, CJ, RJ)
	31	Friday		Eid-ul-Adha (Festival of Sacrifice) (M*)
<b>AUGUST</b>	6	Thursday		The Transfiguration of Jesus Christ (EO*)
	15	Saturday		The Assumption (RC) The Repose of the Blessed Mother (EO*)
<b>SEPTEMBER</b>	7	Monday	Labor Day	
	8	Tuesday		Nativity of the Theotokos (EO)
	14	Monday		The Elevation of the Holy Cross (EO*)
	19	Saturday		Rosh Hashanah (OJ*, CJ*, RJ*)
	20	Sunday		Rosh Hashanah (OJ*, CJ*, RJ)
	27	Sunday		Kol Nidre (OJ*, CJ*, RJ*)
	28	Monday		Yom Kippur (OJ*, CJ*, RJ*)
<b>OCTOBER</b>	3	Saturday		Sukkot (OJ*, CJ*, RJ*)
	4	Sunday		World Communion Sunday (P) Sukkot (OJ*, CJ*)
	5 to 9	Monday to Friday		Intermediate Days of Sukkot (OJ, CJ, RJ)
	10	Saturday		Shemini Atzeret (OJ*, CJ*, RJ*)

**NEW YORK STATE DEPARTMENT OF CIVIL SERVICE**  
**ATTENDANCE AND LEAVE MANUAL**  
**2020 Calendar of Legal Holidays and Days of Religious Significance**

Appendix B

Page 6 of 6

MONTH	DATE	DAY	LEGAL HOLIDAYS	DAYS OF RELIGIOUS SIGNIFICANCE
<b>OCTOBER</b>	11	Sunday		Simchat Torah (OJ*, CJ*)
	12	Monday	Columbus Day	
	26	Monday		Feast of St. Demetrios (EO)
	31	Saturday		Reformation Day (P)
<b>NOVEMBER</b>	1	Sunday		All Saints Day (P) (RC*)
	2	Monday		All Souls Day (RC)
	3	Tuesday	Election Day	
	6	Friday		World Community Day (P)
	11	Wednesday	Veterans' Day	
	21	Saturday		Presentation of the Virgin Mary (EO)
	26	Thursday	Thanksgiving Day	Thanksgiving Day (P)
29	Sunday		First Sunday of Advent (P)	
<b>DECEMBER</b>	6	Sunday		Feast of St. Nicholas (EO)
	8	Tuesday		Feast of the Immaculate Conception (RC*)
	11 to 18	Friday to Friday		Chanukah (OJ, CJ, RJ)
	25	Friday	Christmas Day	Christmas Day (P) Feast of the Nativity (EO*) Feast of the Nativity of the Lord (RC*)
	26	Saturday		First Day of Kwanzaa <sup>3</sup>
	27	Sunday		Feast of St. Stephen (EO)

<sup>1</sup> The observance of Ramadan is anticipated to begin on April 24, 2020. See introduction, Note 8.

<sup>2</sup> Flag Day, the second Sunday in June, is not observed on the following Monday, and is not a paid holiday for State employees.

<sup>3</sup> Kwanzaa ends on January 1, 2021.