

**NEW YORK STATE DEPARTMENT OF CIVIL SERVICE**  
**ATTENDANCE AND LEAVE MANUAL**  
**2021 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 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.

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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 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.

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

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APRIL	1	Thursday		Holy Thursday (RC) Maundy Thursday (P)
	2	Friday		Good Friday (P) (RC)
	3	Saturday		Passover (OJ*, CJ*, RJ*)
	4	Sunday		Easter Sunday (P) (RC) Passover (OJ*, CJ*)
	8	Thursday		Yom HaShoah (Holocaust Memorial Day)
	12	Monday		First Day of Ramadan (M) <sup>2</sup>
	14	Wednesday		Yom HaZikaron (Day of Remembrance)
	15	Thursday		Yom HaAtzmaut (Israel Independence Day)
	25	Sunday		Palm Sunday (EO*)
	29	Thursday		Holy Thursday (EO*)
	30	Friday		Lag Ba Omer (OJ, CJ, RJ) Good Friday (EO*)
MAY	1	Saturday		Holy Saturday (EO*)
	2	Sunday		Easter Sunday (EO*)
	3	Monday		Feast of St. George (EO)
	7	Friday		May Friendship Day (P) The Feast of the Lifegiving Fountain (EO)
	10	Monday		Yom Yerushalayim (Jerusalem Day)
	13	Thursday		Ascension Thursday (P) (RC*) Eid-ul-Fitr (Festival of Fastbreaking) (M*)
	17	Monday		Shavuot (OJ*, CJ*, RJ*)
	18	Tuesday		Shavuot (OJ*, CJ*)
	21	Friday		Feast of Sts. Constantine and Helen (EO)
	23	Sunday		Pentecost (P) (RC)
	31	Monday	Memorial Day	

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<b>JUNE</b>	3	Thursday		Corpus Christi (RC) (observed in NYS Dioceses)
	10	Thursday		Ascension Thursday (EO*)
	14	Monday	Flag Day <sup>3</sup>	
	19	Saturday	Juneteenth <sup>4</sup>	Saturday of Souls (EO)
	20	Sunday		Pentecost (EO*)
	21	Monday		The Feast of the Holy Spirit (EO)
	27	Sunday		All Saints Day (EO) Fast of the 17 <sup>th</sup> of Tammuz (OJ, CJ, RJ)
	29	Tuesday		Feast of Sts. Peter and Paul (EO)
<b>JULY</b>	4	Sunday	Independence Day	
	5	Monday	Independence Day (Observed)	
	18	Sunday		Fast of the 9th of AV (OJ, CJ, RJ)
	20	Tuesday		Eid-ul-Adha (Festival of Sacrifice) (M*)
<b>AUGUST</b>	6	Friday		The Transfiguration of Jesus Christ (EO*)
	15	Sunday		The Assumption (RC) The Repose of the Blessed Mother (EO*)
<b>SEPTEMBER</b>	6	Monday	Labor Day	
	7	Tuesday		Rosh Hashanah (OJ*, CJ*, RJ*)
	8	Wednesday		Rosh Hashanah (OJ*, CJ*, RJ) Nativity of the Theotokos (EO)
	14	Tuesday		The Elevation of the Holy Cross (EO*)
	15	Wednesday		Kol Nidrei (OJ*, CJ*, RJ*)
	16	Thursday		Yom Kippur (OJ*, CJ*, RJ*)
	21	Tuesday		Sukkot (OJ*, CJ*, RJ*)

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<b>SEPTEMBER</b>	22	Wednesday		Sukkot (OJ*, CJ*)
	23 to 27	Thursday to Monday		Intermediate Days of Sukkot (OJ, CJ, RJ)
	28	Tuesday		Shemini Atzeret (OJ*, CJ*, RJ*)
	29	Wednesday		Simchat Torah (OJ*, CJ*)
<b>OCTOBER</b>	3	Sunday		World Communion Sunday (P)
	11	Monday	Columbus Day	
	26	Tuesday		Feast of St. Demetrios (EO)
	31	Sunday		Reformation Day (P)
<b>NOVEMBER</b>	1	Monday		All Saints Day (P) (RC*)
	2	Tuesday	Election Day	All Souls Day (RC)
	5	Friday		World Community Day (P)
	11	Thursday	Veterans' Day	
	21	Sunday		Presentation of the Virgin Mary (EO)
	25	Thursday	Thanksgiving Day	Thanksgiving Day (P)
	28	Sunday		First Sunday of Advent (P)
<b>DECEMBER</b>	29 to Dec 6	Monday to Monday		Chanukah (OJ, CJ, RJ)
	6	Monday		Feast of St. Nicholas (EO)
	8	Wednesday		Feast of the Immaculate Conception (RC*)
	25	Saturday	Christmas Day <sup>4</sup>	Christmas Day (P) Feast of the Nativity (EO*) Feast of the Nativity of the Lord (RC*)
	26	Sunday		First Day of Kwanzaa <sup>5</sup>
	27	Monday		Feast of St. Stephen (EO)

<sup>1</sup> Lincoln's Birthday is designated as a Floating Holiday.

<sup>2</sup> The observance of Ramadan is anticipated to begin on April 12, 2021. See introduction, Note 8.

<sup>3</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>4</sup> The State has not designated an alternate day of observance for Juneteenth or Christmas Day in 2021. They are pass day holidays.\*

<sup>5</sup> Kwanzaa ends on January 1, 2022.

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\*All eligible full time employees with Attendance Rules coverage are entitled to 13 holidays a year. For classified service employees in the Executive branch of State service who work Monday through Friday with Saturday and Sunday off, Saturday, June 19 and Saturday, December 25, 2021 will be observed as pass day holidays and those eligible employees will earn 7.5 or 8 hours of holiday leave to be used at another time, subject to supervisory approval.

For CSEA employees in the ASU, OSU or DMNA bargaining unit, holiday leave not used one year after the date it is earned expires. Employees in the CSEA ISU, PS&T, RRSU, and M/C bargaining units should be given reasonable opportunity to exhaust holiday leave prior to separation.