

# OGBL INFO

## Public holidays

Some media have published incorrect information regarding the public holidays on which some employers currently refer. However, only the legal and conventional prescriptions apply. Here is a reminder of the legal provisions.

### Legal holidays 2020

- ◆ New Year › Wednesday, January 1, 2020
- ◆ Easter Monday › Monday, April 13, 2020
- ◆ May 1 › Friday, May 1, 2020
- ◆ Europe Day › Saturday, May 9, 2020
- ◆ Ascension › Thursday, May 21, 2020
- ◆ Whit Monday › Monday, June 1, 2020
- ◆ Day of the public celebration of the Grand Duke's birthday › Tuesday, June 23, 2020
- ◆ Assumption › Saturday, August 15, 2020
- ◆ All Saints' Day › Sunday, November 1, 2020
- ◆ First day of Christmas › Friday December 25, 2020
- ◆ Second day of Christmas › Saturday December 26, 2020

### What happens if one of these days falls on a Sunday?

In 2020, this is the case for All Saints' Day, November 1. A day of compensatory leave must be granted, which can be taken at the suitability of the employee within 3 months. (Art. L. 232-3 Labour Code)

### What happens if a legal public holiday falls on an unworked working day?

It should first be pointed out that with the exception of Sunday, all days of the week are to be considered as working days. The principle is however the same as for Sundays, namely that a day of compensatory leave must be granted and taken within 3 months if a public holiday falls on a working day not worked. (Art. L. 232-6 Labour Code)

Examples:

Working hours = Monday to Friday › working day not worked › Saturday

The employees concerned are therefore entitled in 2020 to one day of compensatory leave for May 9, August 15 and December 26.

Working hours = Tuesday to Saturday › working day not worked › Monday

The employees concerned are therefore entitled in 2020 to one day of compensatory leave for April 13 and June 1.

Of course, working days not worked may vary on a case-by-case basis and certain collective agreements may provide more favorable provisions such as the automatic addition of compensatory leave to annual leave, which is equivalent an extension of the aforementioned 3-month period.

Additional information about public holidays is available in French on the website of the Chamber of Employees under: [www.csl.lu/fr/vos-droits/droit-du-travail/les-jours-feries-legaux](http://www.csl.lu/fr/vos-droits/droit-du-travail/les-jours-feries-legaux)

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