

How to pay the public holiday of June 23, 2019?

This year, the National Day, the 23 June, is a Sunday. What is the consequence for the Luxembourgish's employees?

- **If the employee doesn't work the Sunday 23 June**

The article L 232-6 (2) of the Labour Code provides that when a public holiday falls on a Sunday, the employee is entitled to a **compensatory day off** to be taken individually within 3 months from the date of the public holiday.

- **If the employee works the Sunday 23 June**

If an employee works on Sunday 23 June, the employer must grant:

- **To compensate the work of the legal holiday:**
 - the average hourly pay corresponding to the number of hours actually worked;
 - a 100 % premium for each hour worked as it is a public holiday;
 - and a compensatory day of leave to be taken within 3 months.
- **To compensate the work of Sunday:**
 - a 70 % premium for each hour worked.
- **To compensate the overtime work:**
 - If the hours constitute additional overtime for the employee, he is also entitled to a 40% increase or a compensatory day at the rate of one and a half hours for each hour of overtime worked.

Example: An employee will work 8 hours this Sunday 23 June.

He has already worked 40 hours this week.

He will be entitled to:

- A compensation for the hours actually worked (100%)
- A premium of 100 % of the hours worked on a public holiday (100%)



- A premium of 70% for the hours worked on a Sunday (70%)
- A premium of 40 % or compensatory rest at a rate of 1.5 hours of rest per overtime hour worked.
- And 1 day of compensatory rest.

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