

What are the rules concerning a public holiday that falls on a weekend?

Five public holidays will fall on a weekend this year: 1 May (Labour day) 9 May (Europe Day), 15 August (Assumption Day), 25 December (Christmas) and 26 December (Saint Etienne's Day). Two of these days fall on a Saturday. What are the rights of salaried employees?

- **Public holiday falling on a Sunday:**

According to Article **L 232-3 of the Labour Code**, if a public holiday falls on a Sunday, employees are entitled to 1 compensatory day off to be taken individually within 3 months from the date of the public holiday in question.

- **Public holiday falling on a business day (Monday to Friday):**

According to Article **L 232-6 of the Labour Code**, if a public holiday coincides with a day of the week during which the employee would not have worked in any event pursuant to the terms of his or her contract, s/he will also be entitled to 1 compensatory day off to be granted within 3 months as of the day after the public holiday at issue.

In both cases, the Labour Code nonetheless stipulates that the compensatory day off should be granted before the end of the calendar year for the sake of the operational needs of the company, except for public holidays in November and December, which could be recovered in the first 3 months of the following year.

It is worth noting that the compensatory day off must necessarily be taken in kind and may not be valued by means of financial compensation.

When preparing your holiday counter for 2020, **don't forget to add these 5 compensatory days off** to the statutory and extra holidays traditionally granted to your employees!



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