



**DEPARTMENT OF ADMINISTRATIVE SERVICES**

165 Capitol Avenue, Hartford, CT 06106-1658

TO: AGENCY HEADS & AGENCY HUMAN RESOURCE ADMINISTRATORS  
DATE: January 15, 2016  
RE: Observance of Holidays – 2017

In accordance with [C.G.S. §1-4](#), the Holidays to be observed by the State of Connecticut in 2017 are as follows:

HOLIDAY	OBSERVED ON
New Year's Day	Monday, January 2, 2017
Martin Luther King Day	Monday, January 16, 2017
Lincoln's Birthday	Monday, February 13, 2017
Washington's Birthday	Monday, February 20, 2017
Good Friday	Friday, April 14, 2017
Memorial Day	Monday, May 29, 2017
Independence Day	Tuesday, July 4, 2017
Labor Day	Monday, September 4, 2017
Columbus Day	Monday, October 9, 2017
Veterans' Day	Friday, November 10, 2017
Thanksgiving Day	Thursday, November 23, 2017
Christmas Day	Monday, December 25, 2017

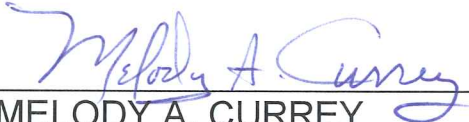
**The first Holiday (New Year's) for 2018 falls on Monday, January 1, 2018.**

Individual collective bargaining agreements are to be consulted to determine provisions regarding holiday compensation and/or compensatory time off for work performed on a holiday. Employees not covered by collective bargaining units shall receive holiday benefits in accordance with [C.G.S. §5-254](#) which states, "(a) Each full-time permanent employee in the state service shall be granted time off with pay for any legal holiday. If a legal holiday falls on a Saturday, employees shall be granted equivalent time off on the Friday immediately preceding such Saturday or given another day off in lieu thereof. The Commissioner of Administrative Services may issue regulations governing the granting of holiday time to other employees in the state service. (b) Any employee in the state service compensated on an hourly or per diem basis shall be entitled to time off with pay commensurate with any time granted by order of the Governor to salaried employees with pay. (c) No state employee shall be required to work any legal holiday solely by reason of the convening of the general assembly on such day."

For future planning purposes and to address a number of inquiries received, the following facts are provided for convenience:

- Martin Luther King Jr.'s birthday is observed on the first Monday occurring on or after January fifteenth each year
- Lincoln's Birthday is observed on February 12<sup>th</sup> of each year (unless this date falls on the weekend in which case it will be observed in accordance with the Statute referenced)
- Washington's Birthday is observed on the third Monday in February
- Memorial Day is observed on the last Monday in May each year
- Labor Day is observed on the first Monday in September each year
- Columbus Day is observed on the second Monday of October each year
- Veteran's Day is observed on November 11<sup>th</sup> (unless this date falls on the weekend in which case it will be observed in accordance with the Statute referenced)
- Holidays are to be paid only when an employee is on the payroll at any time during the workday immediately preceding the holiday or during the workday immediately following the holiday. Exceptions include when the employee's absence is due to approved unpaid leave (1.) taken under the Voluntary Schedule Reduction Program or (2.) due to a mandatory furlough day. In these cases, the holiday is to be paid in accordance with Personnel Regulations Section 5-248c-3(e).

Human Resources Professionals should direct questions concerning this information to: [Jonna-Lynn.Deegan@ct.gov](mailto:Jonna-Lynn.Deegan@ct.gov), [Heather.Tweeddale@ct.gov](mailto:Heather.Tweeddale@ct.gov), [Shari.Grzyb@ct.gov](mailto:Shari.Grzyb@ct.gov). Employees should contact their Human Resources Office directly.

  
MELODY A. CURREY  
COMMISSIONER

16-01