



**DEPARTMENT OF ADMINISTRATIVE SERVICES**

450 Columbus Boulevard, Suite 1501, Hartford, CT 06103

DATE: July 16, 2024

RE: Observance of Holidays – 2025

In accordance with [C.G.S. §1-4](#), the Holidays to be observed by the State of Connecticut in 2025 are as follows:

<b>HOLIDAY</b>	<b>OBSERVED ON</b>
New Year's Day	Wednesday, January 1, 2025
Martin Luther King, Jr. Day	Monday, January 20, 2025
Lincoln's Birthday	Wednesday, February 12, 2025
Washington's Birthday	Monday, February 17, 2025
Good Friday	Friday, April 18, 2025
Memorial Day	Monday, May 26, 2025
Juneteenth Day	Thursday, June 19, 2025
Independence Day	Friday, July 4, 2025
Labor Day	Monday, September 1, 2025
Columbus Day	Monday, October 13, 2025
Veterans' Day	Tuesday, November 11, 2025
Thanksgiving Day	Thursday, November 27, 2025
Christmas Day	Thursday, December 25, 2025

**The first Holiday (New Year's) for 2026 falls on Thursday, January 1, 2026.**

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. A general worker employed in a position by the Department of Developmental Services as a self-advocate, not to exceed eleven such general workers, shall be granted time off with pay for any legal holiday that falls on a day that the general worker is regularly scheduled to work and provided the pay shall be for the number of hours the general worker would have been scheduled to work. 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, which regulations shall be approved by the Secretary of the Office of Policy and Management. (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 whose duties are not directly concerned with the business of the General Assembly 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 each year
- Memorial Day is observed on the last Monday in May each year
- Juneteenth Day is observed on June 19<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)
- 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 the HR Policy and Information Systems Unit. Employees should contact their Human Resources Office directly.