

# Substituting a General Holiday for Another Day – Ask the Expert

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Employers can substitute general/statutory holiday dates as long as they still meet the total number of days required.

## **QUESTION**

Can an employer substitute the new September 30 general holiday *for any other day after the September 30 enforcement day for example December 24* so long as in this case of substitution applicable to several employees, 70% of the employees concerned agree to the substitution date and the substitution notice is posted 30 days before it takes effect?

## **ANSWER**

Yes

## **EXPLANATION**

Once the new September 30 holiday takes effect (on August 3, 2021), it will be treated the same as any other federal holiday.

In non-union environments, at least 70% of employees must agree, using the same procedures that would apply to a change in work schedule.

This means that, when the employer posts the necessary notice, any single employee can force the requirement for a vote to be held that provides for employee confidentiality

In effect, with the ability to substitute dates, it's the total number of days that are required, not the celebration of a specific day.