

New rules for the double public holiday on 9th May 2024

On Thursday 9th May 2024, two public holidays, Ascension Day and Europe Day, will fall on the same working day. Currently, the Labour Code does not explicitly regulate workers' rights in the event of a double public holiday.

Draft law 8266 plans to introduce specific rules for the double public holiday of 9th May 2024.



Please note:

The following specific rules will come into force once the bill has been passed by the Chamber of Deputies or the new law has been published! The exact dates are not yet known, but these new rules should come into force before 9th May 2024.

1. The employee must work on 9th May 2024

General scheme

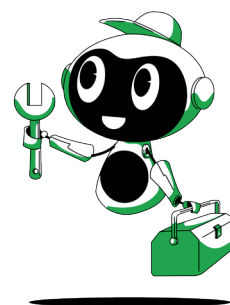
The employee is entitled to

- his normal remuneration;
- + wages for hours actually worked, at the normal hourly rate;
- + 100% increase in the normal hourly rate for hours actually worked.

Specific rule for double public holidays

An employee working more than 4 hours is also entitled to 1 day's compensatory leave for the 2nd public holiday, which must be taken and granted within 3 months.

For an employee working 4 hours or less, the compensatory leave corresponds to 1 half-day.



Regular remuneration	100 %
+ Remuneration for hours actually worked 100 %.	100 %
+ 100 % Supplement to hours worked on public holiday	100 %
+ 1 compensatory holiday (> 4 hours worked) (½ compensatory holiday day (≤ 4 hours worked))	1 day
TOTAL: 300% salary + 1 compensatory leave day	



Double public holiday 9th May 2024

2. 9th May 2024 is a public holiday off for the employee

General scheme

The employee is entitled to

- his normal remuneration;
- 1 public holiday off

Specific rule for double public holidays

As the employee would normally have had to work on this day, he is entitled to 1 day's compensatory leave for the 2nd public holiday, which must be taken and granted within 3 months.
For an employee working 4 hours or less, the compensatory leave corresponds to 1 half-day.

Regular remuneration	100 %
1 day off on the same day	1 day
+ 1 compensatory holiday (> 4 hours worked) (½ compensatory holiday day (≤ 4 hours worked))	1 day
TOTAL: 100% salary + 1 free day + 1 day of compensatory leave	

3. 9th May 2024 is a free day for the employee

General scheme

The employee is entitled to

- 2 days of compensatory leave, which must be granted within 3 months.

Specific rule for double public holidays

As the employee would not have worked on 9th May 2024 anyway, he is entitled to 2 additional days of compensatory leave, which must be taken and granted within 3 months.
For an employee working 4 hours or less, the compensatory leave corresponds to 2 half-days.

1 compensatory holiday (> 4 hours worked) (½ compensatory holiday day (≤ 4 hours worked))	1 day
+ 1 compensatory holiday (> 4 hours worked) (½ compensatory holiday day (≤ 4 hours worked))	1 day
TOTAL: 2 days of compensatory leave	



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