

April 27, 2021



# BULLETIN

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## Employers Consultative Association

### EID-UL-FITR HOLIDAY 2021

According to the Public Holidays and Festivals Act, Chapter 19:05, Act 10 of 1872, Amended by 104/2002, a “public holiday” means a close holiday in banks and public offices in Trinidad and Tobago. While a number of other businesses also close their operations on public holidays, some remain in operation on such days in keeping with custom and practice and/or terms and conditions of employment agreed with their employees.

Section 4(1) of the Act further establishes that “*The President may by Order appoint any day to be a public holiday*”. In this regard, Employers are advised that the following holiday has been so ordered by the President in accordance with Section 4(1) of the Act:

**THURSDAY, 13TH MAY 2021**  
**EID-UL-FITR**

Employers are advised to effect appropriate staffing plans for any work required on this aforementioned public holiday and where necessary, remind their employees of the relevant provisions of existing company policies and/or individual or collective agreements, as applicable. Any unscheduled absences or unapproved time-off taken by employees on days prior to or following the aforementioned holidays must also be treated in accordance with existing company policies, individual or collective agreements, and established practices.

The ECA advises that should there be any uncertainty regarding the appropriate action to be taken in addressing specific company situations, Employers should **seek guidance** from our competent team of advisors.



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The information provided in this document is NOT intended to be used as legal advice, nor does it intend to elaborate on every aspect of industrial relations. If you are in doubt about any matter, or the application of these guidelines to any factual situation in your organisation, you are encouraged to seek advice from the ECA.

Finally, we take this opportunity to remind all members and their employees to continue to stay safe by closely observing relevant safety and health protocols both in the workplace and socially to help reduce the spread of the Covid-19 virus.

This includes physical distancing (where possible), washing/sanitising of hands, **wearing of masks while at the workplace** and ensuring that persons who are sick or displaying symptoms stay away from the workplace. For more information, please [Click Here](#).

### **YOUR ASSOCIATION WORKING FOR YOU!**



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