



Labornet No. 1501

Bridging Holidays As Non-Working Days

Dear All,

The Government has issued **Executive Order No. 1027/2024**, which was published in the Official Gazette yesterday. It establishes **three non-working days for tourism purposes in 2025**. These public holidays create **long weekends**: Friday, May 2 (following Labor Day on May 1); Friday, August 15 (August 17 is the anniversary of the death of José de San Martín); and Friday, November 21 (November 20 is National Sovereignty Day).

This Executive Order states that bridging holidays shall be considered **non-working days, instead of statutory holidays**. It establishes **two main differences** in terms of work and wages.

Public holidays follow the mandatory rules of **Sunday as a day of rest**. In other words, employees who work on public holidays are **paid double**.

On non-working days, however, **employers decide whether employees should work or not**. They are not required to give them the day off. In addition, if employees work on a non-working day, they are paid their normal rate of pay.

Traditionally Holy Thursday has always been considered a non-working day.

The novelty of this EO is that next year **these three bridging holidays for tourism purposes shall be considered non-working days**. Therefore, employers will have the final say.

Please feel free to contact us for further information.

Best regards,

**Leading Law Firm - de Diego & Asociados** [These reports are prepared by the Senior Consulting Team, a sophisticated team of lawyers specialized in labor and employment law, with more than 40 years of solid experience serving clients with the latest trends, carefully selecting topics for Human Resources executives.]