

## 2004 LIST OF RELIGIOUS HOLIDAYS

- NOTES:**
1. *The Ontario Public Service religious holidays policy allows classified employees up to two days paid leave to observe holy days identified on the following list.*
  2. *Leaders and representatives of each religion shown on the list have identified the holidays and dates for their respective religions.*
  3. *When the religious holidays fall on a Saturday or Sunday, religious holiday accommodations is necessary only if these dates are scheduled work days.*

### CHART II - OTHER

\* Dates same every year

TBC = Dates are "To Be Confirmed"

RELIGIOUS DENOMINATIONS (WHOSE RELIGIOUS LEADERS COMPLY WITH SECTION 20 OF MARRIAGE ACT)	RELIGIOUS HOLIDAYS REQUIRING ABSENCE FROM WORK FOR OBSERVANCE	2004
<b>Baha'i</b>	Baha'i New Year = "Naw - Raz"	March 21, 2004
	First Day of the Festival of Ridvan	April 21, 2004
	Ninth Day of the Festival of Ridvan	April 29, 2004
	Twelfth Day of the Festival of Ridvan	May 2, 2004
	The Declaration of the Bab	May 23, 2004
	The Ascension of Baha'u'llah	May 29, 2004
	The Martyrdom of the Bab	July 9, 2004
	The Birth of the Bab	October 20, 2004
	The Birth of Baha'u'llah	November 12, 2004
<b>Buddhist (Tibetan/ Tengye Ling)</b>	Tibetan's New Year (Losar)	February 21 - 23, 2004
	The Day of Miracles	March 6, 2004
	Tibetan Uprising Day	March 10, 2004
	Buddha's Enlightenment (Saka Dawa)	June 3, 2004
	World Purification Day	July 2, 2004
	His Holiness The Dalai Lama's Birthday	July 6, 2004
	Buddha's Descent from The Celestial Realm	November 4, 2004
	Festival of Lights	December 2004 (date to be confirmed)

RELIGIOUS DENOMINATIONS (WHOSE RELIGIOUS LEADERS COMPLY WITH SECTION 20 OF MARRIAGE ACT)	RELIGIOUS HOLIDAYS REQUIRING ABSENCE FROM WORK FOR OBSERVANCE	2004
<b>Buddhist (Hinayana)</b>	Temple Day (Canada)	January 1, 2004
	Chinese New Year	January 22, 2004
	Saka Day	April 13, 2004
	Buddha's Day Birth, Enlightenment and Passing Away of Buddha	May 4, 2004
	Dhamma Cakka Day (Invitation for Vassa, the Three Months Rainy Retreat	July 2, 2004
	Pavarana Day Ending of Vassa, The Rainy Retreat	October 27, 2004
<b>Buddhist (Mahayana)</b>  <i>Note: In the Western world, festivals are generally celebrated on the Sunday nearest the actual date.</i>	Buddha's Parnirvana	March 15, 2004
	Buddha's Birthday	May 26, 2004
	Wesak	June 2, 2004
	Ullambana (Ancestor's Day)	August 30, 2004
	Buddha's Enlightenment Day	December 8, 2004
	Buddha's Enlightenment (Mahayana)	January 17, 2005
<b>Church of Scientology</b>	Birthday of Founder, L. Ron Hubbard*	March 13, 2004, but March 12 <sup>th</sup> would be observance
<b>Hindu</b>  <i>Note: Specific dates may vary year to year based on the solar or lunar calendars. Dates can also vary depending on the time differential between Canada and India.</i>	Putrada Ekadashi	January 2, 2004
	Lohri (Punjab)	January 13, 2004
	Makaraskranti and Thai Pongal	January 14, 2004
	Vasanta Panchami or Saraswati Puja (N. India)	January 26, 2004
	Mahasivaratri (Lord Shiva)	February 18, 2004
	Holi	March 6, 2004
	Rama Navami	March 29, 2004
	Guru Purnima	July 2, 2004
	Raksha Bandhan (N. India)	August 29, 2004
	Sri Krishna Janam-Ashtmi	September 5, 2004
	Vinayaka Chaturthi for Lord Ganesha	September 17, 2004
	Durga Puja (Mahastami)	October 20, 2004
	Vijaya Dasami/Dussera	October 22, 2004
	Karva Chouth	October 31, 2004
Diwali/Lakshmi Puja	November 11, 2004	

RELIGIOUS DENOMINATIONS (WHOSE RELIGIOUS LEADERS COMPLY WITH SECTION 20 OF MARRIAGE ACT)	RELIGIOUS HOLIDAYS REQUIRING ABSENCE FROM WORK FOR OBSERVANCE	2004
<b>Islam: Ahmadiyya Movement in Islam</b>  <i>Note: Muslim holidays based on Lunar Calendar and observances may vary by a day before or after from dates given, depending on the community. Every Friday 12:15 - 2 PM - congregation prayers</i>	Eid-ul-Adhia (Festival of Sacrifices - Next Day of the Pilgrimage - Hajj)	February 1, 2004
	Jalsa Salana Canada (Annual Convention)	July 2 - 4, 2004
	Jumatul Wida (The last Friday of the month of Ramadan 1420 al-Hijri)	November 12, 2004
	Eid-ul-Fitr (Conclusion of the month of fasting - Ramadan 1420)	November 14, 2004
<b>Islam: Dawoodi Bohora</b>	Day of Hajj ( Day at Arafat)	January 31, 2004
	Eid-ul-Adha	February 1, 2004
	First of Muharram (New Year's Day)	February 21, 2004
	Ashura	March 1, 2004
	Mawlid un-Nabi	May 1, 2004
	Mi'raj al-Naby	September 11, 2004
	Nisf Sha'ban	September 29, 2004
	First of Ramadan	October 14, 2004
	Lailat-ul-Qadr	November 5, 2004
	Jum'atul-Wida (Akhar Juma)	November , 2004 - To be confirmed
Eid-ul-Fitr (1st day after Ramadan)	November 13, 2004	
<b>Islam: Shi-'ah</b>  <i>Note: Muslim holidays based on Lunar Calendar and observances may vary by a day before or after from dates given, depending on the community. Every Friday 12:15 - 2 PM - congregation prayers</i>	Day of Hajj ( Day at Arafat)	February 1, 2004
	Eid-ul-Adha	February 2, 2004
	Eid-e-Ghadir	February 10, 2004
	First of Muharram (New Year's Day)	February 22, 2004
	Ashura	March 2, 2004
	Mawlid-un-Nabi	May 7, 2004
	Mawlid Iman Zamana	September 30, 2004
	Martydom of Iman Ali	November 5, 2004
	Laylatul Qadr	November 7, 2004
	Jum'atull-Wida	November 12, 2004
	Eid-ul-Fitr (1st day after Ramadan)	November 14, 2004

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<b>Islam: Sunni</b>  <i>Note: Muslim holidays based on Lunar Calendar and observances may vary by a day before or after from dates given, depending on the community. Every Friday 12:15 - 2 PM - congregation prayers</i>	Eid-ul-Adha (one day and accommodation for those taking the pilgrimage to Mecca)	January 1 or 2, 2004
	Fasting Begins - 1 <sup>st</sup> day of Ramadan	October 16, 2004
	Eid-ul-Fitr (one day) (At the end of Ramadan)	November 14 or 15, 2004
<b>Islam: Ismaili</b>  <i>Note: Muslim holidays based on Lunar Calendar and observances may vary by a day before or after from dates given, depending on the community. Every Friday 12:15 - 2 PM - congregation prayers</i>	Eid-ul-Adha	February 1, 2004 (Anticipated)
	Eid-e-Navroz (fixed date)	March 21, 2004
	Eid-e-Milad (Birth of Prophet Muhammad)	May 1, 2004
	Imamat (fixed date - unless it falls within month of mourning, then may vary)	July 11, 2004
	Lial-dul-Qadr (Night of Ascension 23rd Day of Ramadan - day preceding or following Night of Prayers may be taken)	November 6, 2004 (Anticipated)
	Eid-ul-Fitr (1st after Ramadan)	November 14, 2004 (Anticipated)
	Birth of Imam (fixed date)*	December 13, 2004
<b>Jain Society of Toronto</b>  <i>Based on Lunar Calendar for Toronto</i>	Mahavir Jayanti	April 3, 2004
	Akshaya Tritya	April 22, 2004
	Paryushan Parva Begins	September 11, 2004
	Samvantsari (Day of Forgiveness) Paryushan Ends	September 18, 2004
	Daslakshani Farva Begins	September 18, 2004
	Ananta Chaturdasi	September 27, 2004
	Kshnavani (Day of Forgiveness) Daslakshana Ends	September 28, 2004
	Mahavir Nirvan-Diwali	November 11, 2004
	Gnan Panchami (Day of Knowledge)	November 16, 2004
	Lokashah Jayanti	November 26, 2004
	Maun Jiyaras (Agiyaras)	December 12, 2004
<b>Jewish: Conservative</b>  <i>Note: Sabbath starts Friday sundown. All holy days start sundown the night preceding the holiday.</i>	Pesach/Passover (1 <sup>st</sup> , 2 <sup>nd</sup> , 7 <sup>th</sup> & 8 <sup>th</sup> Days)	April 6-7, 2004 / April 12-13, 2004
	Shavuot/Pentecost (2 days)	May 26 - 27, 2004
	Rosh Hashanah / New Year (2 days)	September 16-17, 2004
	Yom Kippur / Day of Atonement (1 day)	September 25, 2004
	Succot (Tabernacles - 1 <sup>st</sup> , 2 <sup>nd</sup> , 8 <sup>th</sup> , 9 <sup>th</sup> Days)	Sept.30-Oct.1, 2004 / Oct.7-8, 2004

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<b>Jewish: Orthodox</b>  <i>Note: Sabbath starts Friday sundown. All holy days start sundown the night preceding the holiday.</i>	Purim	March 7, 2004
	Pesach/Passover (1st, 2nd, 7th & 8th Days)	April 6, 7, 12 and 13, 2004
	Yom ha-Shoah	April 18, 2004
	Shavuot/Pentecost (2 days)	May 26 and 27, 2004
	Rosh Hashanah / New Year (2 days)	September 16 and 17, 2004
	Yom Kippur / Day of Atonement (1 day)	September 25, 2004
	Succot (1 <sup>st</sup> , 2 <sup>nd</sup> Days)	September 30 / October 1, 2004
	Shemini Atzeret / Simchat Torah (2 days)	October 7 and 8, 2004
	Hanukkah	December 8, 2004
<b>Jewish: Reform</b>  <i>Note: Sabbath starts Friday sundown. All holy days start sundown the night preceding the holiday.</i>	Purim	March 7, 2004
	Pesach/Passover (1st, 2nd, 7th & 8th Days) *	April 6-7, 2004 / April 12-13, 2004
	Yom ha-Shoah	April 18, 2004
	Shavuot/Pentecost	May 26, 2004
	Rosh Hashanah / New Year *	September 16-17, 2004
	Yom Kippur / Day of Atonement (1 day) *	September 25, 2004
	Succot	September 30, 2004
	Simchat Torah	October 7, 2004
Hanukkah	December 8, 2004	
<b>Native Peoples</b>  <i>Note: Each band may have unique spiritual observances which, while not "Religious Holiday", may require accommodation.</i>	Spring Solstice	March 21, 2004
	National Day of Solidarity for Native People*	June 21, 2004
	Harvest Solstice	October 11, 2004
	Winter Solstice	December 18, 2004
<b>Sikh</b>	Birthday of Guru Gobind Singh	No response to consultation request
	Maghi	
	Hola Mohalla	
	Baisakhi	
	Martyrdom of Guru Arjan Dev	
	Parkash	
	Diwali	
	Installation of Holy Scriptures as Guru Granth Sahib	
	Birthday of Guru Nanak Dev	
	Martyrdom of Guru Tegh Bahadur	
	Birthday of Guru Gobind Singh	

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<b>Wicca</b> (As per grievance arbitration)  Note: Evening observances commence at sundown. Solstice observances commence at sunrise.	Imbolc	January 31 - February 1, 2004
	Spring Equinox	March 19 - 20, 2004
	Beltain (May Eve & May Day)	April 30 - May 1, 2004
	Summer Solstice	June 20 - 21, 2004
	Lamas	July 31 - August 1, 2004
	Autumnal Equinox	September 22 - 23, 2004
	Samhain	October 31 - November 1, 2004
	Yuel (Winter Solstice)	December 20 - 21, 2004
<b>Zoroastrian</b>  Note: Dates will change as Zoroastrians follow a 365-day calendar without leap year day.  (F) Fasli - Seasonal  (S) Shenshahi - Royal	Jamshidi Norooz (New Year) (F&S)	March 21, 2004
	Birthday of Prophet Asho Zarathushtra (F)	March 25, 2004
	Farvardegan (F)	April 8, 2004
	Death Anniversary of Prophet Asho Zarathushtra (S)	May 27, 2004
	Norooz (New Year) (S)	August 20, 2004
	Birthday of Prophet Asho Zarathushtra (S)	August 25, 2004
	Farvardegan (S)	September 7, 2004
	Mehergan (F)	October 2, 2004
Death Anniversary of Prophet Asho Zarqathushtra (F)	December 25, 2004	