

91A.5A Holiday time off — Veterans Day.

1. An employer shall provide each employee who is a veteran, as defined in [section 35.1](#), with holiday time off for Veterans Day, November 11, if the employee would otherwise be required to work on that day, as provided in [this section](#).

2. An employer, in complying with [this section](#), shall have the discretion of providing paid or unpaid time off on Veterans Day, unless providing time off would impact public health or safety or would cause the employer to experience significant economic or operational disruption.

3. *a.* An employee shall provide the employer with at least one month's prior written notice of the employee's intent to take time off for Veterans Day and shall also provide the employer with a federal certificate of release or discharge from active duty, or such similar federal document, for purposes of determining the employee's eligibility for the benefit provided in [this section](#).

b. The employer shall, at least ten days prior to Veterans Day, notify the employee if the employee shall be provided paid or unpaid time off on Veterans Day. If the employer determines that the employer is unable to provide time off for Veterans Day for all employees who request time off, the employer shall deny time off to the minimum number of employees needed by the employer to protect public health and safety or to maintain minimum operational capacity, as applicable.

[2010 Acts, ch 1172, §1](#)