

According to traditional Jewish law, the Sabbath and Jewish Holidays begin at sunset of the day prior to the holiday, and end approximately one hour after sunset. Sunset times fluctuate from approximately 4 p.m. in the winter months to 8 p.m. in the summer months.

The Sabbath and Jewish Holidays that have Sabbath work restrictions require that all normal business, school and secular activities cease approximately two hours before sunset to allow for adequate preparations. Orthodox Jews sanctify these days with special extended prayers and services held in a Synagogue.

Restricted activities include all forms of vehicular travel, writing, the operation of machinery or electric and electronic devices/equipment such as phones and other mobile devices, monetary transactions, and all preparations for, or discussion of, normal weekday activities or responsibilities. Restrictions end approximately one hour after sunset Saturday night or the last day of the holidays.

Orthodox Jews are therefore unable to travel to their workplace or class, and they cannot open or send email, text or use any type of technological communication during the Sabbath and the noted Jewish holidays as they occur throughout the year (see calendar).

Sabbath and holiday restrictions cannot be relaxed except in circumstances when there is mortal danger to human life.

More detailed information can be accessed at the website of the Orthodox Union, the world's largest Jewish resource: ou.org/holidays and www.ou.org/chagim/important.htm

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Tel 212-791-7450 • Fax 212-791-7458
111 John Street Suite 1720 • New York NY 10038
www.AfikimFoundation.org

CONCISE GUIDE TO ORTHODOX JEWISH OBSERVANCE

FOR THE WORKPLACE AND
THE UNIVERSITY

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ORTHODOX JEWS BELIEVE IN FULL PARTICIPATION IN SOCIETY, AND ARE DEEPLY COMMITTED TO ENGAGING IN ALL DIMENSIONS OF THE WORKPLACE AND UNIVERSITY LIFE.

Yet there are certain days during the year – Sabbath and specific major Jewish Holidays – on which commitment to Orthodox religious practice temporarily curtails their level of active participation.

Calendar of Jewish Holidays 2020-2022 Dates relevant to the Workplace & University

(Major Jewish holidays are shaded in purple.)

Holiday	2020	2021	2022	Work Restrictions
Taanit Esther (Fast Day)	Mon Mar 9	Thu Feb 25	Wed Mar 16	No work restrictions. Food and drink are forbidden from sunrise until approximately one hour after sunset.
Purim	Tue Mar 10	Fri Feb 26	Thu Mar 17	Many work activities are permitted. In order to fully celebrate the holiday, however, a 'personal day' is frequently requested.
Passover – First Days	Thu Apr 9 - Fri Apr 10	Sun March 28 - Mon March 29	Sat Apr 16 Sun Apr 17	Sabbath work restrictions.
Intermediate Passover Days	Sat April 11 - Tues April 14	Tues March 30 - Fri April 2	Mon Apr 18 - Thurs Apr 21	Many work activities are permitted. In order to fully celebrate the holiday, however, 'personal days' are frequently requested.
Passover – Second Days	Wed Apr 15 - Thurs Apr 16	Sat Apr 3 - Sun Apr 4	Fri Apr 22 Sat Apr 23	Sabbath work restrictions.
Omer Mourning period	Fri Apr 10 - Weds May 27	Sun Apr 4 - Sun May 16	Sun Apr 17 - Sat Jun 4	Limited mourning restrictions including haircutting, music & parties.
Feast of Weeks (Shavuot)	Fri May 29 Sat May 30	Mon May 17 Tues May 18	Sun June 5 Mon June 6	Sabbath work restrictions.
17th of Tammuz (Fast Day)	Thurs Jul 9	Sun June 27	Sun Jul 17	No work restrictions. Food and drink are forbidden from sunrise until approximately one hour after sunset.
"3-Weeks" Mourning period	Tues Jul 9 - Weds Jul 31 @ noon	Sun June 27 - Mon Jul 19 @ noon	Sun Jul 17 - Mon Aug 8 @ noon	Limited mourning restrictions including haircutting, music & parties.
Ninth of Av (Fast Day)	Tue Jul 30	Sun Jul 18	Sun Aug 7	Limited restrictions on work through mid-day. Food and drink are forbidden until approximately one hour after sunset.
Rosh Hashanah	Sat Sep 19 Sun Sep 20	Tues Sep 7 Weds Sep 8	Mon Sept 26 - Tues Sept 27	Sabbath work restrictions.
Tzom Gedaliah (Fast Day)	Mon Sep 21	Thurs Sep 9	Weds Sept 28	No work restrictions. Food and drink are forbidden from sunrise until approximately one hour after sunset.
Yom Kippur	Mon Sept 28	Thurs Sep 16	Weds Oct 5	All Sabbath work restrictions. Food and drink are forbidden until approximately one hour after sunset.
Feast of Booths (Sukkot)	Sat Oct 3 - Sun Oct 4	Tues Sep 21 - Weds Sep 22	Mon Oct 10 Tues Oct 11	Sabbath work restrictions.
Intermediate Sukkot Days	Mon Oct 5 - Fri Oct 9	Tues Sept 23 - Mon Sept 27	Weds Oct 12 - Sun Oct 16	Many work activities are permitted. In order to fully celebrate the holiday, however, 'personal days' are frequently requested.
Shmini Atzeret/ Simchat Torah	Sat Oct 10 - Sun Oct 11	Tues Sept 28 - Weds Sept 29	Mon Oct 17 - Tues Oct 18	Sabbath work restrictions.
Chanukah	Fri Dec 11 - Fri Dec 18	Mon Nov 29 - Mon Dec 6	Mon Dec 19 - Mon Dec 26	Tradition limits work only during the time that the Chanukah candles are lit, which is at or after nightfall.
10th of Tevet (Fast Day)	Fri Dec 25	Tues Dec 22	Sun Jan 3	No work restrictions. Food and drink are forbidden from sunrise until approximately one hour after sunset.