



FMM

Selangor & Kuala Lumpur Branch

CIRCULARS

Making Malaysian Industries Globally Competitive
Transparency ■ Integrity ■ Accountability ■ No Corruption

Date : September 8, 2026

SKLB/30/2026

Attention: CEOs/HR Managers/Members of FMM Selangor & Kuala Lumpur

**FMM SELANGOR & KUALA LUMPUR ADVISORY ON
DECLARATION OF SELANGOR STATE PUBLIC HOLIDAY**

On January 29, 2026, The Selangor State Government declared **Sunday, October 25, 2026**, as a public holiday in Selangor in conjunction with the Silver Jubilee Celebration commemorating the 25th Anniversary of the Reign of His Royal Highness (HRH) the Sultan of Selangor, Sultan Sharafuddin Idris Shah Alhaj.

The holiday is declared under **Section 9(1) of the Holidays Act 1951 (Act 369)**. In view of the above, members are advised to observe the following practices:

a) Companies that observe ALL gazetted Federal and State public holidays

Companies that provide for the observance of all gazetted Federal and State public holidays under the terms and conditions of employment, in their Collective Agreement or in their Handbook are required to observe October 25, 2026 as a paid public holiday.

Such companies may adopt any of the following arrangements:

- **Observe the public holiday and grant employees a paid day off.** If the public holiday falls on a rest day (as in this case) or another public holiday, the following working day shall be observed as a substituted paid holiday; OR
- **Require employees to work on the public holiday** and compensate them in accordance with the applicable provisions of the Employment Act 1955; OR
- **Require employees to work on the public holiday and substitute the holiday with another day**, in accordance with the applicable provisions of the Employment Act 1955. The replacement date may be determined by the company and need not be the same for all employees.

b) Companies that do NOT observe all gazetted Federal and State public holidays

Companies that do not provide for the observance of all government-gazetted Federal and State public holidays are not required to observe **October 25, 2026 as a public holiday**.

c) Public Holiday Coinciding with a Weekly Holiday

By notification in the *Gazette* otherwise provides, If any such public holiday falls on a weekly holiday in any State or the Federal Territory, the following day shall be observed as a public holiday.

Important Note:

Members are advised to review their respective employment contracts, employee handbooks, collective agreements and existing public holiday policies to determine whether the company is required to observe this additional State public holiday.

This advisory is issued for the information and guidance of FMM members regarding the declaration of **October 25, 2026** as a public holiday in Selangor. For further enquiries, please contact FMM Selangor & Kuala Lumpur En. Ariff at **03-5569 2950 / 4471 / 4171** or fmmselangor@fmm.org.my

Thank you.

Wong Yuan Choon
Manager

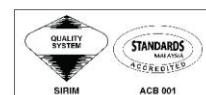
FMM Selangor & Kuala Lumpur

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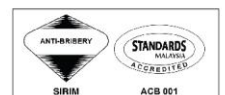
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