EB/08/2025

27032025

To: CEOs, Managing Director, Director/ HR Managers in Terengganu and Kelantan

FMM EASTERN ADVISORY ON PUBLIC HOLIDAY ("CUTI PERISTIWA") FOR HARI RAYA AIDILFITRI ON MARCH 30, 2025 (SUNDAY)

The Terengganu and Kelantan State Governments have declared March 30, 2025 as a public holiday [CUTI PERISTIWA] in conjunction with Hari Raya Aidilfitri celebration.

The said public holiday is declared under Section 9 of the Holidays Act 1951, NOT under Section 8, and therefore member companies are NOT legally obliged to observe March 30, 2025 as a paid holiday EXCEPT under the following conditions:

1. Member companies in Terengganu and Kelantan with collective agreement or terms and conditions of employment which PROVIDE for paid holiday on ALL Public Holidays [Federal & State], MUST observe March 30, 2025 as a paid public holiday:
   a. If an employee is required to work on March 30, 2025, the employee shall be paid public holiday wages
   b. However, companies that continue to run their operations on March 30, 2025, may with the agreement of the employees, SUBSTITUTE it with any other day as a paid public holiday.
   c. In addition, for companies that observe Saturday and Sunday as your weekend with Sunday being observed as the rest day, then the next working day or another day with the agreement of the employees, would be observed as the substituted public holiday. In view that Monday and Tuesday (March 31 and April 1, 2025) are observed as a public holiday for the 1st and 2nd day of Hari Raya Aidilfitri, the next working day in this case would be Wednesday, April 2, 2025.

2. In the event that member companies decide to substitute March 30, 2025 with any other day as a paid public holiday, the following applies:
   a. The date to be substituted must NOT be later than December 31, 2025;
   b. Employees working on March 30, 2025 will be PAID normal day wages;

3. In the event that the employee is required to work on the day substituted, the employee shall be PAID public holiday wages.

Should you have any queries, please do not hesitate to contact the secretariat of FMM Eastern at Tel No. 09-5606554 / 5605244 or email: fmmeastern@fmm.org.my.

Thank you

Owee Wan Hui
Head of Branch

FEDERATION OF MALAYSIAN MANUFACTURERS196801000309 (7907-X)
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25300 Kuantan Pahang Darul Makmur
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CERTIFIED TO ISO 9001:2015
CERT NO.: QMS 00787

CERTIFIED TO ISO 37001:2016
CERT NO.: ABMS 00295

EB/08/2025

27032025

Kepada: Ketua Pegawai Eksekutif, Pengarah Urusan, Pengarah/Pengurus Sumber Manusia di Terengganu dan Kelantan

FMM CAWANGAN PANTAI TIMUR: MAKLUMAN BERKENAAN CUTI PERISTIWA SEMPENA HARI RAYA AIDILFITRI PADA 30 MAC 2025 (AHAD)

Kerajaan Negeri Terengganu dan Kelantan telah mengisytiharkan 30 Mac 2025 sebagai cuti peristiwa sempena sambutan Hari Raya Aidilfitri Tahun 2025.

Cuti peristiwa ini diisytiharkan di bawah Seksyen 9 Akta Cuti 1951, BUKAN di bawah Seksyen 8. Oleh itu, syarikat TIDAK terikat secara undang-undang untuk memberikan cuti bergaji pada 30 Mac 2025 KECUALI di bawah syarat berikut:

1. Syarikat di Terengganu dan Kelantan yang mempunyai perjanjian kolektif atau terma dan syarat pekerjaan yang MENETAPKAN cuti bergaji pada SEMUA cuti umum (Persekutuan & Negeri) MESTI memberikan cuti bergaji pada 30 Mac 2025:
   a. Jika pekerja dikehendaki bekerja pada 30 Mac 2025, pekerja hendaklah dibayar gaji cuti umum.
   b. Namun, syarikat yang meneruskan operasi pada 30 Mac 2025 boleh, dengan persetujuan pekerja, MENGGANTIKANNYA dengan hari lain sebagai cuti umum bergaji.
   c. Selain itu, bagi syarikat yang menjadikan Sabtu dan Ahad sebagai hujung minggu dengan Ahad sebagai hari rehat, maka hari bekerja berikutnya atau hari lain yang dipersetujui oleh pekerja akan dijadikan sebagai cuti umum berganti. Oleh kerana Isnin dan Selasa (31 Mac dan 1 April 2025) adalah cuti umum bagi Hari Raya Aidilfitri (hari pertama dan kedua), maka hari bekerja berikutnya dalam kes ini ialah Rabu, 2 April 2025.
2. Jika syarikat memutuskan untuk menggantikan cuti pada 30 Mac 2025 dengan hari lain sebagai cuti umum bergaji, perkara berikut adalah terpakai:
   a. Tarikh ganti cuti umum MESTILAH tidak lewat daripada 31 Disember 2025;
   b. Pekerja yang bekerja pada 30 Mac 2025 akan DIBAYAR gaji seperti hari biasa;
3. Sekiranya pekerja dikehendaki bekerja pada hari ganti cuti umum tersebut, pekerja hendaklah DIBAYAR gaji cuti umum.

Sekiranya anda mempunyai sebarang pertanyaan, sila hubungi sekretariat FMM Pantai Timur di Tel: 09-5606554 / 5605244 atau e-mel: fmmeastern@fmm.org.my.

Terima Kasih

Owee Wan Hui
Ketua Cawangan

FEDERATION OF MALAYSIAN MANUFACTURERS196801000309 (7907-X)
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