



THE COMMONWEALTH OF MASSACHUSETTS  
EXECUTIVE OFFICE OF LABOR AND WORKFORCE DEVELOPMENT  
DEPARTMENT OF LABOR STANDARDS

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TO: All Massachusetts Chiefs of Police;  
Police Commissioner, City of Boston

FROM: Michael Flanagan, Director of Department of Labor Standards

DATE: September 25, 2024

RE: Statewide Approval for Early Openings on Columbus & Veterans Day 2024

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Please be advised that the Department of Labor Standards hereby approves, on a statewide basis, all permits issued by local police chiefs for openings by establishments prior to 12:00 PM on Columbus Day, October 14, 2024, and prior to 1:00 PM on Veterans Day, November 11, 2024.

Pursuant to G. L. c. 136, §13, any retail establishment which operates on Columbus Day or the Veterans Day holiday “shall not require any employee to perform such work and an employee’s refusal to work for any retail establishment on such legal holidays shall not be grounds for discrimination, dismissal, discharge, reduction in hours or any other penalty.”

The Department of Labor Standards must approve all local permits for retail stores and businesses to open on certain holidays, including Columbus Day before 12:00 PM. and Veterans Day before 1:00 PM. Any business may open on Columbus Day after 12:00 PM or on Veterans Day after 1:00 PM without a permit. Permits must be approved by the Department on a uniform basis statewide. *See* G.L. c. 136, §§ 6(50), 7, 13, 15. In accordance with this statewide approval, and G. L. c. 136, §§ 13 and 15, police chiefs in each city and town in the Commonwealth hereafter have discretion to issue permits for businesses located in their municipalities to open for business prior to 12:00 PM on Columbus Day 2024 or 1:00 PM on Veterans Day 2024. Police chiefs are not required to grant permits for these holidays and, if they grant permits, chiefs may also impose reasonable terms and conditions appropriate to the nature of the business and the good of the community, at their discretion.

Michael Flanagan, Director