

## KEY DATES:

### SHABBAT

Shabbat begins Friday at sundown and ends Saturday at nightfall. There are many different approaches to Shabbat observance, but this may include: not working; not using technology/electronics; not driving; attending services; attending holiday-style meals for both Friday night and Saturday lunch.

During Standard Time

(Nov 3, 2024 – March 9, 2025),

Shabbat in Los Angeles begins as early as 4:26pm and as late as 5:37pm on Fridays. Shabbat ends as early as 5:24pm and as late as 6:33pm on Saturdays.

During Daylight Savings Time

(March 9, 2025 – Nov 2, 2025),

Shabbat in Los Angeles begins as early as 5:43pm and as late as 7:51pm on Friday. Shabbat ends as early as 6:38pm and as late as 8:52pm on Saturdays.

Specific dates/times (called “candle-lighting times”) can be found at [hebc.com/shabbat](http://hebc.com/shabbat).

### HOLIDAYS

Almost all Jewish holidays begin at sundown and end at nightfall the following day. Bold connotes “festival” that has similar laws to Shabbat restrictions (only the first two and last two days of Passover and Sukkot are observed as festivals). Most holidays are filled with festive meals, rituals and/or services that may make coming into work challenging. The longer holidays (Passover and Sukkot) are times when many Jews travel to be with family. On Chanukah, employees may want to light their candles at a similar time to Shabbat candle lighting times.

**Fast of Esther:** Thursday, March 13, 2025 (sunrise to sunset)

**Purim:** Thursday, March 13, 2025 – Friday, March 14, 2025

**Passover\*:** Saturday, April 12, 2025 – Sunday, April 20, 2025

**Shavuot:** Sunday, June 1, 2025 – Tuesday, June 3, 2025

**Fast of 17 Tammuz:** Sunday, July 13, 2025 (sunrise to sunset)

**Fast of Tisha B'Av:** Saturday, August 2, 2025 – Sunday, August 3, 2025

**Rosh Hashanah:** Monday, September 22, 2025 – Wednesday, Sept 24, 2025

**Fast of Gedalia:** Thursday, September 25, 2025 (sunrise to sunset)

**Yom Kippur:** Wednesday, October 1, 2025 – Thursday, October 2, 2025

**Sukkot/Shemini Atzeret:** Monday, October 6, 2025 – Wednesday, October 15, 2025

**Chanukah:** Sunday, December 14, 2025 – Monday, December 22, 2025

**Fast of 10 Tevet:** Tuesday, December 30, 2025 (sunrise to sunset)

\*Please note that during Passover, there are additional dietary restrictions beyond standard kosher laws, and some Jews who don't typically observe strict (or any) laws of kosher may honor the holiday by abiding by the Passover restrictions. This includes not eating any “leavened” or bread-like products made from wheat, rye, oat, barley, or spelt, and may include avoiding rice, legumes, soy, and corn.

## KOSHER FOOD:

There are many kosher restaurants and caterers in the Los Angeles area. For those who observe the strict kosher dietary laws, “kosher style,” or vegan/vegetarian food without proper kosher certification, are forbidden. It is also forbidden to mix meat and dairy and many observant Jews wait up to 6 hours between eating meat and eating dairy. For events with multiple meals provided, please be sure to provide either exclusively meat or exclusively dairy, or provide dairy meals earlier in the day.

## Here are a few kosher food providers near the Burbank area:

Pacific Kosher Restaurant (dairy)  
La Pizza Kosher (dairy): (818) 760-8198  
Hummus Yummy (vegan)  
Tel Aviv Kosher Grill (meat)  
Le Sushi (meat)  
Hatikva Kosher Grill (meat): (818) 780-2377

## Here are a few kosher food providers near the Culver City area:

Trattoria Natalie (dairy)  
Bagel Factory (dairy)  
Lenny's Casita (meat)  
Schwartz Bakery (meat or dairy options)  
Jeff's Gourmet Sausage Factory (meat)  
Dr. Sandwich (meat)  
Bibi's Bakery & Café (dairy)

For kosher food options in the New York area, this is a good resource:

[ckj.org/kosherinnyc](http://ckj.org/kosherinnyc)

## OTHER CONSIDERATIONS:

**Shomer Nega:** Many Orthodox men and women do not touch people of the opposite sex besides their nuclear family. Touch should never be initiated. Wait for them to initiate.

**Yichud:** Many Orthodox men and women are careful to not be in a locked room with someone of the opposite gender who is outside of their nuclear family. A closed, and unlocked door, where there is a reasonable chance that someone could pop in, is fine.

**Prayer (Mincha):** Many Orthodox men and women pray Mincha (the afternoon service, approximately 15 minutes) during the work day. They have a multi-hour window to say this prayer. Men, especially, might prefer to find a minyan (prayer quorum) to say this prayer. During a year of mourning for a nuclear family member, men and women can only say Kaddish (the prayer for the dead) in a minyan and might need to briefly leave work for this.

**Kippah/Yarmulke:** Orthodox Jewish men, and some men or women of other denominations, generally wear yarmulkes or kippahs during their waking hours. Many don't feel comfortable wearing them in professional environments. DEI leadership should work to create an environment where Jews don't feel the need to cover in professional spaces.