

1. HOLIDAYS

The University recognizes the following holidays: New Year's Day, Good Friday, Easter Monday, Victoria Day, Canada Day, Civic Holiday (first Monday in August), Labour Day, Thanksgiving Day, Remembrance Day, Christmas Day, Boxing Day

1.1 Holiday Entitlement

Continuing & Term employees – Continuing and term employees will receive their normal day's pay for the holidays noted above so long as they meet the conditions set out under the Labour Standards Code. If a holiday falls on an employee's regular day of rest, a holiday with pay will be granted on the working day immediately following the employee's day of rest.

Casual employees – A casual employee will be paid for general holidays (New Year's Day, Good Friday, Canada Day, Labour Day, Christmas Day) if they meet the conditions set out under the Labour Standards Code.

If the casual employee's hours of work change from day-to-day, or if wages change from pay-to-pay, the University will average the hours or wages over 30 days to calculate what to pay the employee for the holiday.

1.2 Working on a Holiday

Continuing and Term employees who work on a holiday and who qualify to be paid holiday pay are entitled to receive both of the following:

- the amount the employee would have normally received for that day
- one and a half times the employee's regular rate of wages for the number of hours worked on that holiday

Casual Employees who work on general holidays will receive the same benefit as continuing and term employees noted above. However, if he/she works on another holiday observed by the University, he/she will be paid his/her regular rate of pay. If he/she works on Remembrance Day, and meets the requirement set out in 6.2(a), he/she will be granted a holiday with pay on another day as agreed upon by the employee and the University.

1.3 Conditions Under Labour Standards Code

As per 42 (1) of the Labour Standards Code¹, an employee shall be entitled to be paid for a general holiday if:

- a) he has received or is entitled to receive pay for at least fifteen (15) days during the thirty (30) calendar days immediately preceding the general holiday; and
- b) he has worked on his scheduled working day immediately preceding and immediately following the holiday.

¹ Labour Standards Code website - <http://www.gov.ns.ca/legislature/legc/statutes/labourst.htm>