

## Public Holidays

Public Holidays	Provincially Regulated	Federally Regulated
<b>Rules for employees that are not required to work:</b>	<p>Most employees who qualify are entitled to take these days off work and be paid public holiday pay.</p> <p>Alternatively, the employee can agree electronically or in writing to work on the holiday and be paid:</p> <ul style="list-style-type: none"> <li>Public holiday plus premium pay for all hours worked on the public holiday and not receive another day off (called a “substitute” holiday)</li> <li>Be paid their regular wages for all hours worked on the public holiday and receive another substitute holiday for which they must be paid public holiday pay.</li> </ul>	<p>You are entitled to a day off with pay for the 10 general holidays.</p> <p>When a general holiday falls on a non-working day, you are entitled to a holiday with pay on the scheduled work day immediately before or after the general holiday.</p> <p>If one of the general holidays falls on a non-workday, then a holiday with pay may be added to your annual vacation. It can also be granted as a general holiday with pay at a time convenient to both you and your employer.</p>
<b>Rules for certain industries that may be required to work:</b>	<p>Special rules apply to employees who work in the following businesses:</p> <ul style="list-style-type: none"> <li>Hotels, motels and tourist resorts.</li> <li>Restaurants and taverns.</li> <li>Continuous operations (operations, or parts of operations, that do not stop or close more than once a week. For example: oil refinery, alarm monitoring company, etc.</li> </ul>	<p>As an employee working in continuous operations, there are separate general holiday entitlements.</p> <p>A continuous operation is any:</p> <ul style="list-style-type: none"> <li>Business whose operations in each 7-day period continue without interruption.</li> <li>Operation or service concerned with the running of trains, planes, ships, trucks, etc.</li> <li>Telephone, radio, television telegraph, or other communication or</li> </ul>

	<p>An employee who works in any of these businesses, you can be required to work on a public holiday, but only if the holiday falls on a day that the employee is not on vacation.</p> <p>If an employee is required to work, they are entitled to either:</p> <ul style="list-style-type: none"> <li>• Their regular rate for the hours worked on the public holiday, plus a substitute day off work with public holiday pay.</li> </ul> <p>Public holiday pay plus premium pay for each hour worked.</p>	<p>broadcasting operation or service.</p> <ul style="list-style-type: none"> <li>• Operation or service normally carried on without regard to Sundays or general holidays.</li> </ul> <p>If an employee is required to work, they are entitled to:</p> <ul style="list-style-type: none"> <li>• 1.5 times your regular rate of pay for the actual hours worked on the general holiday, in addition to general holiday pay.</li> <li>• Be paid for the actual hours worked on the general holiday at your regular rates of wages. You must also be provided with a holiday with pay at some other time, either by adding it to your annual vacation or on another day.</li> </ul> <p>Be paid holiday pay for the first day on which you do not work after the general holiday, if permitted by your collective agreement.</p>
<b>Public/General Holidays:</b>	<p>Ontario has nine public holidays:</p> <ul style="list-style-type: none"> <li>• New Year's Day</li> <li>• Family Day</li> <li>• Good Friday</li> <li>• Victoria Day</li> <li>• Canada Day</li> <li>• Labour Day</li> <li>• Thanksgiving Day</li> <li>• Christmas Day</li> <li>• Boxing Day</li> </ul>	<p>General holidays:</p> <ul style="list-style-type: none"> <li>• New Year's Day</li> <li>• Good Friday</li> <li>• Victoria Day</li> <li>• Canada Day</li> <li>• Labour Day</li> <li>• National Day for Truth and Reconciliation</li> <li>• Thanksgiving Day</li> <li>• Remembrance Day</li> <li>• Christmas Day</li> <li>• Boxing Day</li> </ul>