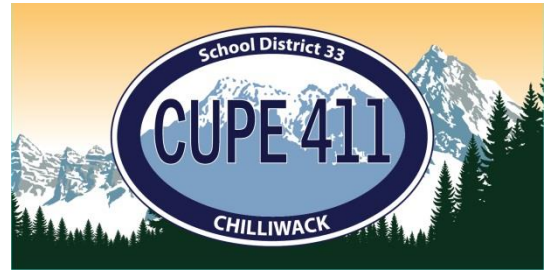


# QUICK FACTS

## APRIL 2024



## General Holidays

**Question:** “As a permanent member will I be paid for every general holiday?”

**Answer:** “No, not necessarily, eligible members must meet the criteria as outlined in Article 11.2”

**Question:** “Was the negotiated language in Article 11 changed as a result of bargaining in 2022?”

**Answer:** “Yes, the Union was actually able to negotiate acknowledgment of an additional general holiday during the 2022 Negotiations, but with a caveat specific to that general holiday.”

---

The language in Article 11.2 speaks to the number of recognized general holidays in bullet (a) where regular employees may find themselves eligible for compensation depending on the factors as outlined in bullets (b), (c), and (d).

### 11.2 Regular and School Term Employees

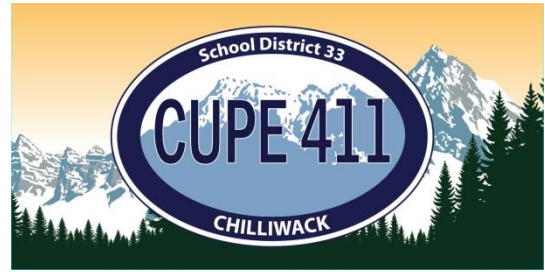
- (a)** It is the purpose of this Article to guarantee a minimum of ~~eleven (11)~~ *thirteen (13)* general holidays to all regular employees.
- (b)** School Term employees will be paid for all general holidays falling within their period of employment, and/or all general holidays where the employee has worked or received pay for fifteen (15) working days in the prior thirty (30) calendar day period and/or all general holidays where the employee has received wages for the working day preceding or the working day following the holiday.
- (c)** Employees who work less than full days or full weeks shall have general holidays prorated on the basis of hours of work per week relative to a full-time employee. Such employees shall be entitled to the prorated general holiday or the Employer shall pay the employees in lieu of such holiday at their regular rates of pay.
- (d)** A newly appointed employee with work experience in the six (6) months preceding the general holiday, who has worked for the Employer for fifteen (15) days or more, shall be entitled to general holiday pay for a general holiday falling the day immediately preceding their date of hire.

**NOTE:** There is additional language in Article 11 that speaks to other entitlements for members depending on the day of the week in which the general holiday falls and if a member is required to work on a general holiday.



# QUICK FACTS

## APRIL 2024



During the 2022 Negotiations the Union and the Employer agreed to some minor changes to the existing language (all changes are italicized) as outlined below:

### 11.1 Days Applicable

The following are the general holidays which shall apply:

New Year's Day	Labour Day
<i>Family Day</i>	<i>National Day for Truth and Reconciliation</i>
Good Friday	Thanksgiving Day
Easter Monday	Remembrance Day
Victoria Day	Christmas Day
Canada Day	Boxing Day
British Columbia Day	<i>Family Day</i>

and any other general holiday proclaimed by the Federal, Provincial or Municipal Governments.

*In the event that the Provincial government declares National Day for Truth and Reconciliation as a different day than the Federal government, the parties agree that only the Provincial holiday will be observed.*

All other language in Article 11.1 and 11.2 has been in place since at least July 1, 2000 (almost 24 years) with one minor modification that saw Family Day added to the existing list of eleven (11) general holidays in Article 11 Days Applicable. However, an update to Article 11.2 (a) from eleven (11) to twelve (12) general holidays was never done therefore we addressed this during the 2022 negotiations to ensure both Articles were consistent and now identifies a total of thirteen (13) general holidays.

**NOTE:** When Family Day was added it was not inserted in sequential order and this was addressed in the 2022 negotiations hence why it has been struck out and is now listed under New Year's Day and has been italicized to indicate there was a change.

Members who have questions regarding their pay on their Statement of Earnings and Deductions should always reach out to the appropriate staff member in the payroll department for clarification first. Members that are still not satisfied with the response can certainly contact an Elected Union official for additional guidance and support.

*"Holidays remind us that there is a world beyond our work, an opportunity to disconnect from our worksites and reconnect with our passions; reminding us of the things we truly love and enjoy."*

