

Quebec

Commission des normes du travail

Telephone: (418) 644-0817

Toll-free: 1 800 563-9058

www.cnt.gouv.qc.ca

Ontario

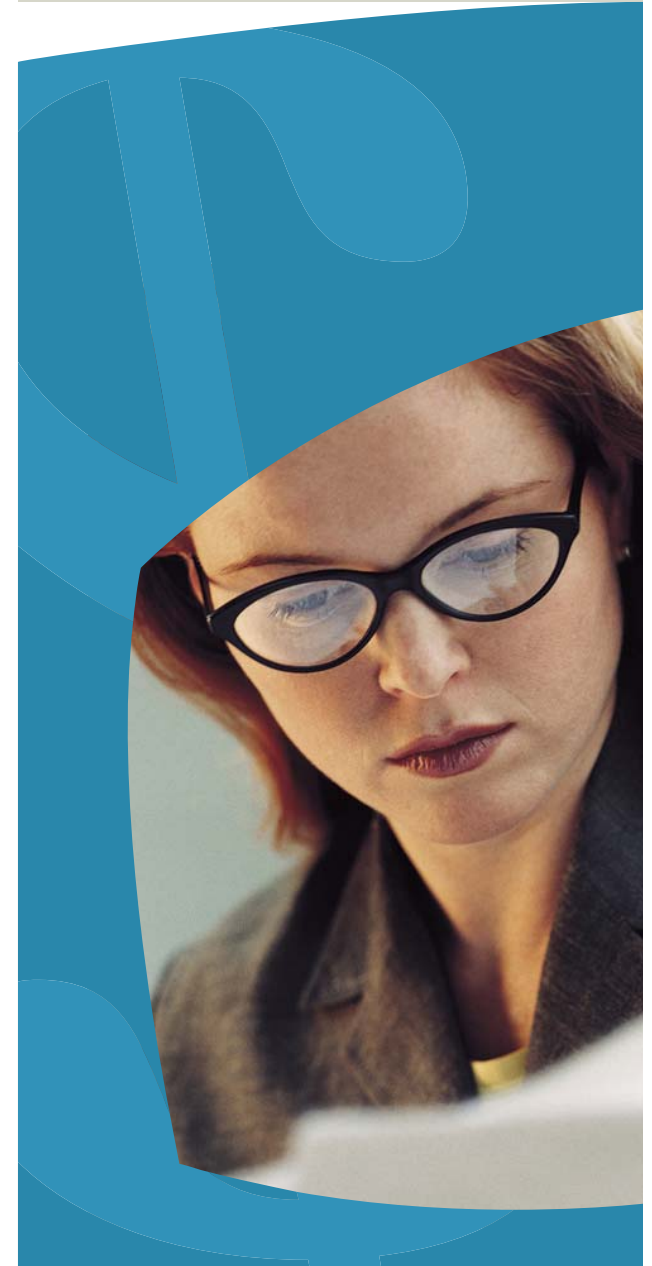
Employment Standards Information
Centre

1-800-531-5551 (toll free Canada-wide)

1-866-567-8893 (TTY for hearing impaired)

www.labour.gov.on.ca

Public Holidays



The following days are statutory general holidays

Quebec

- January 1st;
- Good Friday or Easter Monday, at the option of the employer;
- the Monday preceding May 25th;
- July 1st or, if this date falls on a Sunday, July 2nd;
- the first Monday in September;
- the second Monday in October;
- December 25th.

Note: June 24th, the National Holiday, is also a paid statutory holiday. However, under the National Holiday Act, the conditions to benefit by the indemnity or compensatory holiday are different from those giving entitlement to the aforementioned paid statutory holidays.

Ontario

- New Year's Day
- Good Friday
- Victoria Day
- Canada Day
- Labour Day
- Thanksgiving Day
- Christmas Day
- Boxing Day (December 26)

Indemnity and compensatory holiday

The indemnity that an employer must pay an employee for a paid statutory holiday is equal to 1/20 of the wages earned during the four complete weeks of pay preceding the week of the holiday, excluding overtime. In the case of an employee receiving tips, the amount of the reported or attributed tips must be taken into account in the calculation of the indemnity.

Who is entitled to these statutory holidays

Employees subject to the Act respecting Labour Standards are entitled to an indemnity for each statutory holiday stipulated in the Act, provided that they were not absent from work, without their employer's authorization or without valid reason, on the working day preceding or the working day following this holiday. The working day preceding or following the statutory holiday is the working day for the employee.

Who is entitled to these statutory holidays

Generally, employees qualify for public holiday entitlements unless they:

Fail without reasonable cause to work their entire shift on their regularly scheduled days of work *before or after* the public holiday (this is called the "*Last and First Rule*").

