

Policy name: Statutory Holidays

Policy category: Human Resource/Administration

Developed by: Finance and Human Resources Committee

Approval by: Finance and Human Resource Committee

Date: October 8, 2013

Overview: Employees are entitled to compensation for public holidays consistent with the provisions the *Labour Standards Act* (Newfoundland and Labrador). The *Labour Standards Act* sets out the minimum requirements for statutory holidays. Unionized employees, through the collective bargaining process, often negotiate additional paid statutory holidays for their employees. Non-unionized employers who establish individual contracts with employees must as a minimum meet the provisions of the Labour Standards Act.

The province of Newfoundland and Labrador has a Shop Closing Act which identified holidays that retail industry must observe unless the business receives an exemption to the Shop Closing Act.

Policy: The NLCHP observes statutory holidays consistent with the government of Newfoundland and Labrador posted statutory holiday schedule.

New Year's Day

St Patrick's Day

Good Friday

Victoria Day

Discovery Day

Canada Day

Orangeman's Day

Regatta Day (local civic holiday)

Labour Day

Thanksgiving Day

Remembrance Day

Christmas Day

## Boxing Day

### References:

*Labour Standards Act* (Newfoundland and Labrador)

<http://assembly.nl.ca/Legislation/sr/statutes/l02.htm#15>

Collective Agreement between Her Majesty the Queen in Right of Newfoundland and the Newfoundland and Labrador Health Boards Association and the Newfoundland and Labrador Association of Public and Private Employees (Health Professionals).

[http://www.exec.gov.nl.ca/exec/hrs/working\\_with\\_us/collective\\_agreements/NAPE%20HP%202012.pdf](http://www.exec.gov.nl.ca/exec/hrs/working_with_us/collective_agreements/NAPE%20HP%202012.pdf)

Collective Agreement between her Majesty the Queen in Right of Newfoundland and the Health Boards Association and the Canadian Union of Public Employees and its locals

488,641,879,990,1568,1581,1644,2574.

[http://www.exec.gov.nl.ca/exec/hrs/working\\_with\\_us/collective\\_agreements/CUPE%20HS%20Agreement%202008-2012%28W%29.pdf](http://www.exec.gov.nl.ca/exec/hrs/working_with_us/collective_agreements/CUPE%20HS%20Agreement%202008-2012%28W%29.pdf)

Shops Closing Act

Amended:

1991 c43 s17; 1992 c35; 1997 c21; 1998 c2; 2001 c13; 2001 c42 s41; 2004 c36 s42; 2006 c40 s21

<http://assembly.nl.ca/legislation/sr/statutes/s15.htm>

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