

## A GUIDE TO ONTARIO'S SUMMER HOLIDAYS

TORONTO – With the summer fast approaching, Ontarians are planning their vacations and making arrangements for the upcoming long weekends. To help make the most of summer plans, here is a guide to Ontario's public holidays.

### Employment Standards Act, 2000

Victoria Day, Canada Day and Labour Day are all public holidays covered by Ontario's Employment Standards Act, 2000 (ESA). Many Ontario workers will get these days off with public holiday pay. While some employers give their employees a holiday on the first Monday in August, this day is not a public holiday covered by the ESA.

Public holiday pay is an amount equal to an employee's regular wages earned in the four work weeks prior to a public holiday plus any vacation pay payable during that period, divided by 20.

Employees who qualify for public holiday entitlements can be full-time, part-time, permanent or on a limited-term contract. They can also be students. It does not matter how recently they were hired or how many days they worked before the public holiday. Some employees are not eligible for paid public holidays because public holiday provisions under the Employment Standards Act, 2000, do not apply to certain jobs or in certain circumstances.

### Retail Business Holidays Act

Shoppers and merchants are also reminded that under the Retail Business Holidays Act (RBHA), Victoria Day, Canada Day and Labour Day are among the eight days annually when most stores must be closed.

Exempt from the RBHA are book or magazine stores under 2,400 square feet with a maximum of three employees, pharmacies under 7,500 square feet, flower shops and gas stations. Stores may also be open on these holidays if exempted under specific municipal by-laws for the development or maintenance of tourism.

2006 Summer Holidays	Covered by ESA	Covered by RBHA
Victoria Day – Monday, May 22	√	√
Canada Day – Saturday, July 1	√	√
Monday, August 7	NO	NO
Labour Day – Monday, September 4	√	√

To find out more about Ontario's eight public holidays, please visit the Ministry of Labour's Public Holidays fact sheet at: [www.labour.gov.on.ca/english/es/factsheets/fs\\_public.html](http://www.labour.gov.on.ca/english/es/factsheets/fs_public.html) or the Ministry of Government Services at: [www.mgs.gov.on.ca](http://www.mgs.gov.on.ca).

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Public Inquiries (Employees and Employers):

**Pay Rates and Time Off**

Ministry of Labour  
Telephone: 416-326-7160 or  
1-800-531-5551

**Store Openings**

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