

Public Holidays and Public Holiday Pay

Labour Standards information for the restaurant and foodservices industry



Saskatchewan has nine public holidays:
New Year's Day, Good Friday, Victoria Day, Canada Day, Saskatchewan Day,
Labour Day, Thanksgiving Day, Remembrance Day and Christmas Day.

1. Public holiday pay.

If employed at the time of the public holiday, all employees (full-time, part-time, temporary and casual) in the restaurant and foodservices industry get 1/20th (5%) of their regular wages in the four weeks before a public holiday, as public holiday pay, no matter what hours they work. This also includes salaried employees and managers. Regular wages includes all wages and holiday pay, but not overtime.

Employers are required to show public holiday pay on pay stubs.

2. Work on a public holiday.

In addition to public holiday pay, employees who work on a public holiday also get paid time and one-half (premium pay) for all hours worked. This includes salaried employees and managers.

3. Overtime payable during a week with a public holiday.

Employees normally get overtime after eight hours in a day, or 40 hours per week. During a week (Saturday midnight to Saturday midnight) with a public holiday, they get overtime after eight hours per day and 32 hours per week. The 32 hours does not include any hours worked on the holiday. This overtime rule is modified if there is an authorized averaging permit in place. (See the *Overtime Sheet* for information about permits)

4. Observing the public holiday on another day.

If the public holiday occurs on a Sunday and the business is normally closed, the public holiday is moved to Monday. If the business is normally open on a Sunday, public holidays that fall on the Sunday are observed on that day.

Canada Day is a Canada-wide holiday. Federal law states that when Canada Day falls on a Sunday, the holiday is observed on the Monday, regardless of whether the business is open on a Sunday.

Note: This publication is not a legal document. The original Act and Regulations should be consulted for all purposes of interpretation and application of the law.



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This publication is part of a series developed in cooperation by the Canadian Restaurant and Foodservices Association and Saskatchewan Labour. For more information, visit www.labour.gov.sk.ca or www.crfa.ca.



Canadian Restaurant
and Foodservices
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Association canadienne
des restaurateurs et des
services alimentaires