



Public Holidays

Information for SIAST Students

1. Saskatchewan's public holidays

Saskatchewan has ten public holidays:

1. New Year's Day
2. Family Day
3. Good Friday
4. Victoria Day
5. Canada Day
6. Saskatchewan Day
7. Labour Day
8. Thanksgiving Day
9. Remembrance Day
10. Christmas Day

2. Public holiday pay.

All employees, including salaried employees and managers, get 1/20th (5%) of their regular wages earned in the four weeks before a public holiday, as public holiday pay, no matter what their days of work. The calculation includes all regular wages and holiday pay, but not overtime.

A new employee is entitled to public holiday pay even if he or she has been employed for less than four weeks prior to the public holiday. The amount of public holiday pay would be 1/20th of the regular wages earned by the new employee prior to the public holiday.

In most cases, employees on a fixed salary that have the day off with pay will have received the proper payment for the public holiday.

Hourly paid construction employees are entitled to 4% of all gross wages (exclusive of overtime and annual holiday pay) earned each calendar year as public holiday pay.

Employers must show public holiday pay on pay stubs.

Example:

An employee earns regular wages of \$300/week plus commission. In the four weeks before a public holiday, the employee takes one week of vacation for which he receives \$300.00, and also earns \$500.00 in commission. The calculation would be as follows:

Regular wages \$300.00 x 3 = \$900.00
 Annual holiday pay \$300.00 = \$300.00
 Commission = \$500.00
 Total earnings = \$1,700.00

The public holiday pay would be:

$\$1,700.00 \times .05 = \85.00

3. Work on a public holiday.

In addition to public holiday pay, all employees who work on a public holiday, except those engaged in the operation of a well drilling rig, get paid time and one half (premium pay) for all hours worked. This includes salaried employees and managers.

Example:

A manager works eight hours on a public holiday. The manager would be entitled to be paid time and one half (premium pay) for each hour worked on the public holiday. The manager would also be entitled to public holiday pay.

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Visit our website: www.labour.gov.sk.ca.

Call: 1-800-667-1783 toll free in Canada fax: (306) 787-4780 in Regina

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

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

5. 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.

6. Canada Day.

Canada Day is covered by federal legislation. Currently, federal law says when July 1 falls on a Sunday, the holiday is observed on Monday, July 2.