



Official statement

Statutory general holidays Christmas 2011 and New Year 2012

Statutory General Holidays

December 25th and 26th and January 1st and 2nd are statutory general holidays regardless of the day of the week with which they coincide. They are non-working paid days and are non transferable (Section 6.01).

The conditions to be entitled

- ✓ To be entitled to a statutory general holiday, an employee must have worked on the last working day preceding the holiday and the first working day following that holiday (Section 6.02).
- ✓ For an employee who was laid off, please refer to section 6.02, 2nd paragraph.

The indemnity

- ✓ (1) an indemnity equal to 1/20 of the wages earned during the 4 complete weeks of pay preceding the week of the holiday, excluding overtime, where the holiday coincides with a non-working day for the employee;
- ✓ (2) an indemnity equal to the remuneration he would have received if he had been at work, where the holiday coincides with a working day for the employee: however, for an employee credited with less than 20 days of uninterrupted service in the undertaking, the indemnity will be calculated in accordance with the terms and conditions of subparagraph 1.

However, for an employee provided for in the second paragraph of section 6.02, the indemnity is equal to 1/20 of the wages earned during the four complete pay weeks preceding his layoff.

- ✓ If an employee is on annual leave, please refer to section 6.05.

Working hours

- ✓ The standard workweek is 40 hours scheduled. (Section 3.01)
- ✓ The standard workday is no more than 10 hours scheduled over a maximum period of 11 consecutive hours. (Section 3.01)
- ✓ For the purposes of computing overtime, annual leaves and paid statutory general holidays are counted as days of work. (Section 4.02)
- ✓ Hours worked in addition to the standard workday or workweek (including the statutory hours) entail a premium of 50 % of the hourly wage currently paid to the employee. (Section 4.01)

The Parity committee of the automotive services industry in the Montréal region
Inspection and contentious Department

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Seasons greetings !