



UNIFOR 2002

District 301

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Statutory Holiday pay FAQs

1. Q: Is November 11, Remembrance Day, a Statutory Holiday?

A: **NO**, As per Article 13.01 the following are considered Statutory Holidays

New Year's Day, Labour Day, Good Friday, Thanksgiving Day, Victoria Day, Christmas Day, Canada Day, Boxing Day and the August Civic Holiday

1. Q: I am in the GHO. Will I be paid stat pay for the new federal holiday on September 30th, Truth and Reconciliation Day?

A: **YES**, everyone will receive stat holiday pay regardless of participation in the GHO program.

1. Q: I am in the GHO and want to pick up a shift on a stat from someone not in the GHO, will I be paid stat pay?

A: **YES**, The shift drives the statutory holiday pay. If the original owner of the shift does not participate in the GHO, stat pay will apply.

1. Q: I am working a 10-hour shift on the stat and I am not in the GHO. How many hours will I be credited for?

2. A: You will be paid a total of 22 hours, calculated as follows: Ten hours straight time for the usual shift, plus 8 hours at time and a half, which is 12 hours. The maximum stat pay credit is 8 x 1.5 hours = 12 hours for full time. (The maximum credit for part-time is up to 8 hours at time and a half however in YYZ there are 4,5,6 hour shifts only .)

1. Q: I am working a partial for someone on the stat who is does not participate in the GHO. How will my stat pay be calculated when the shift is longer than 8 hours?

A: Stat pay on a partial is prorated. Here are some examples;

If the shift is a **9hours 5min** shift and you work a 4-hour partial the calculation is as follows

12hours stat/9.08 x4 hours = 5.286 Stat pay hours

On a **11hour 25min** shift and you work a 4-hour partial

12hours stat/11.42 X4 hours= 4.20 stat pay hours

On a **10 hour** shift and you work a 4-hour partial

12 hours stat/10x4 hours = 4.80 stat pay hours

On a **10 hour 15min** shift and you work a 4-hour partial

12 hours stat/10.25 x 4 hours = 4.68 Stat pay hours

13.03

In summary, on a Statutory Holiday, the following applies:

Hours Worked / Paid	Scheduled to Work	Not Scheduled to Work
0	Regular Pay + 1.5X	8 hours of Pay
8	Regular Pay + 1.5X	8 hours of Pay + 1.5X
Over 8 - 12	1.5X	1.5X
Over 12	Prohibited	Prohibited
Shift Duration (CWW)	Regular Pay + (8 hrs X 1.5)	-