

How Your Statutory Holiday Pay Works

Policy for CLS Employees:

Every CLS employee who works on a statutory holiday will be paid at the rate of one and one-half (1.5) times their regular rate for hours worked, regardless of how many days they have worked prior to the stat or when they began employment.

CLS will pay every employee their average day's pay if they have worked 15 of the 30 days immediately before the statutory holiday.

CLS will give 6 hours pay to anyone who has worked a minimum of 128.5 hours but less than 18 days in the 30 days prior to the statutory holiday.

| Eligibility | If Do Not Work Stat | If You Work Stat |
|---|--|--|
| You worked or earned wages on 15 of the 30 days immediately before the statutory holiday. | ESA = Avg. day's pay CLS = Avg. day's pay | ESA = 1.5 x regular rate for hours worked plus an avg. day's pay if you have been employed for 30 days. CLS = 1.5 x regular rate for hours worked plus an avg. day's pay. |
| You worked or earned wages on 14 or less of the 30 days immediately before the statutory holiday and equal to or more than 128.5 hours in the same 30 day period. | ESA = Not eligible for pay CLS = 6 hours pay | ESA = Regular pay rate CLS = 1.5 x regular rate for hours worked plus 6 hours pay. |
| You worked or earned wages on 14 or less of the 30 days immediately before the statutory holiday and less than 128.5 hours in the same 30 day period. | ESA = Not eligible for pay CLS = Not eligible for pay | ESA = Regular pay rate CLS = 1.5 x regular rate for hours worked. |

ESA = B.C. Employment Standards Act