

Mayne Island Improvement District

Statutory Holiday Policy

PURPOSE

Ensuring employees are afforded the opportunity to enjoy British Columbia's Statutory Holidays away from work is an important part of maintaining the health of workers as well as a healthy workplace. To ensure workers receive a fair and consistent entitlement under the requirements of the Act, the Mayne Island Improvement District (MIID) Board of Trustees has adopted the following policy and procedure.

SCOPE

All full time and part time employees of the Mayne Island Improvement District and Mayne Island Volunteer Fire Department.

POLICY

It is the policy of the District to ensure employees of the District, whether paid or volunteer, are given statutory holidays off from work whenever possible, and compensated in accordance with *Employment Standards Act and Regulation - Statutory Holidays*.

PROCEDURE

Eligible employees are entitled to all Statutory Holidays as defined in the *British Columbia Employment Standards Act*.

Employees shall be scheduled to allow observance of statutory holidays whenever possible, however, due to the nature of our business; employees may be required to work on statutory holidays from time to time.

Employees may be scheduled to work on statutory holidays when operational or business needs require employees to work on a statutory holiday. For example:

- July 1st - Canada Day; AND
- November 11th - Remembrance Day

Paid on call firefighters who respond to emergency pager calls and unscheduled employee call-ins on a statutory holiday shall be paid out for time responding to calls at one-and-one-half times their hourly wages.

REFERENCE

Employment Standards Act and Regulation Part 5 — Statutory Holidays