



Berwick Fitness Center

Holiday Policy

June 23, 2020

1) Purpose

It is the Town of Berwick's responsibility to recognize Designated Days (holidays) and abide by Nova Scotia legislation in regards to Holidays as defined in the *Retail Business Designated Day Closing Act* and the *Nova Scotia Labour Standards Code*.

2) Objective:

To develop a Holiday Policy for the Berwick Fitness Centre.

3) Definitions:

Designated Days:

- 1) Boxing Day
- 2) Canada Day
- 3) Christmas Day
- 4) Easter Sunday
- 5) Good Friday
- 6) Labour Day
- 7) New Year's Day
- 8) Thanksgiving Day
- 9) Third Monday in February
- 10) Any other day the Governor in Council prescribes as a designated day in the regulations;



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Paid Holidays:

- 1) New Year's Day
- 2) Nova Scotia Heritage Day
- 3) Good Friday
- 4) Canada Day
- 5) Labour Day
- 6) Christmas Day

Reduced Holiday Hours:

- 1) 9:00 am – 5:00 pm

4) Policy

The Berwick Fitness Centre will close its operations on Paid Holidays. Employees will not be required to work on Paid Holidays.

The Berwick Fitness Centre will open with reduced holiday hours on the following Designated Days:

- 1) Boxing Day
- 2) Easter Sunday
- 3) Thanksgiving Day

An employee who works on the aforementioned Designated Days and who qualifies to be paid holiday pay will receive the following:

- 1) A regular or average-day's pay, and
- 2) One and a half times the employee's regular rate of wages for the number of hours worked on that Designated Day

5) Remembrance Day

In accordance with the Remembrance Day Act

(https://novascotia.ca/lae/employmentrights/remembrance.asp?fbclid=IwAR0aOGriYS_cpelFUcwXliMN_DcBF4Krdo-65av3mol1RxicBj1qzeYp35Y) the Berwick Fitness Centre is required to be closed for the duration of the day.

This is not a paid holiday, as the *general holiday rules* in the **Labor Standards Code** do not apply.



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