

Sunday, July 1st is Canada Day!

Canada Day holiday

In the past, when July 1st fell on a Sunday, retail businesses in Nova Scotia (required to close on Canada Day) had to close on Monday, July 2nd, and were allowed to open on Sunday, July 1st. Monday, July 2nd was treated as Canada Day for holiday pay purposes.

The rules have changed this year. From now on, July 1st will always be treated as Canada Day, even when it falls on a Sunday.

Do you find the rules about holidays a little confusing? You're not alone. Here's some information you might find helpful:

Store Closing Rules

- Many retail businesses such as supermarkets, clothing stores and appliance stores must close on Sunday, July 1st. Other types of retail businesses, such as convenience stores, gas stations and restaurants can open.

Holiday Pay Rules

- Canada Day (Sunday, July 1st) is a paid holiday for employees who qualify. Employees do not necessarily need to work on a holiday to qualify for holiday pay.
- Employees who are eligible for the Canada Day holiday might get the day off with pay. If they don't normally work on Sundays, they might get another day off with pay. Or, if they work on Canada Day, they might get extra pay for that day.
- Employers of continuous operations (businesses that normally operate 7 days a week, such as restaurants) don't need to give employees extra pay for working on the holiday. Instead, they could give employees regular pay for working on Canada Day **plus** a day off with pay.

Contact information

There are rules in the Nova Scotia Labour Standards Code about who qualifies for a holiday with pay and how to pay employees for holidays. To find out more, contact the Labour Standards Division at 1-888-315-0110 or visit the Division's website:

<https://novascotia.ca/lae/employmentrights/>