



BOTTOM LINE: Happy Canada Day!

Canada Day is a Statutory Holiday for Canadians. However, the entitlement to Holiday Pay varies across the country and with the type of employment. It is important to consult the applicable Labour Standards Code, your collective agreement (if applicable), federal, provincial, or territorial regulations to determine Holiday Pay entitlement.

In Nova Scotia, as per section 42 of the *Labour Standards Code*, an employee shall be entitled to be paid for a general holiday if a) he has received or is entitled to receive pay for at least fifteen days during the thirty calendar days immediately preceding the general holiday; and b) he has worked on his scheduled working day immediately preceding and immediately following the holiday. Slightly different rules apply for employees in continuous operations.

For Nova Scotia, the *Retail Business Designated Day Closing Act* prohibits some retail businesses from opening on Canada Day.

ARTICLES OF INTEREST:

Nova Scotia was the first jurisdiction to pass legislation to protect reservists' interests while they are in training in 2006. Since then, all other jurisdictions in Canada have adopted similar legislation. Nova Scotia has undertaken a review of the *Canadian Forces Reservists Protection Act*. A discussion paper is posted on the website of the [Department of Labour and Workforce Development](#). The deadline for comments is 19 July 2010.

Employees missing and unaccounted for. Absenteeism in the workplace is rising but few employers track the costs. [The Gazette, 4 June 2010.](#)

Rights hearing pits gay couple vs. B and B. The owners of a B.C. bed and breakfast argue at a B.C. Human Rights Tribunal hearing in Kelowna that their right to freedom of religion permitted them to turn away a homosexual couple. [CBC News 9 June 2010.](#)

Bullying in workplace on the rise. Recent studies have shown that about one in six people are bullied at work during their career. The phenomenon costs Canadian companies billions of dollars annually. [The Gazette 15 June 2010.](#)

Human rights law to protect N.L. ex-convicts. Newfoundland and Labrador is proposing an overhaul of its Human Rights Act and widen protection for several groups. [CBC News - 18 June 2010.](#)

Employer's \$500,000 breach. \$500,000 award, by a labour relations arbitrator against the Greater Toronto Airport Authority, for a \$50,000-a-year employee. [Financial Post 23 June 2010.](#)

CONGRATULATIONS:

Congratulations to Rich Black, owner of [Rich Graphics](#), for the 2nd anniversary of his business. Rich is also the organiser of Dartnet, a monthly networking event in Dartmouth.

UPCOMING EVENTS, WORKSHOPS, AND SEMINARS:

HR pros will be hosting a reception for friends and clients on 16 September from 1700 to 1900 at the Halifax Club. Mark your calendar! More details in next month's newsletter.

HR pros is on the web at hr-pros.ca and on Facebook at [companie.to/hrpos](https://www.facebook.com/companie.to/hrpos). Join us and become a fan of **HR pros** on Facebook.

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