

Ontario Government Reinstates Public Holiday Pay Formula to Pre-Bill 148 Status

May 2018

Bill 148 ushered in significant amendments to the Ontario *Employment Standards Act, 2000* (“*ESA*”), one of which was a costly change to the calculation of public holiday pay.

On May 7, 2018, the Ontario Government announced it will undertake a review of the public holiday provisions of the *ESA* and has invited feedback. The review will be conducted in 2018, and submissions can be sent to exemptions.review@ontario.ca.

As an interim measure, the Government has enacted Ontario Regulation 375/18 which reinstates the pre- Bill 148 formula for calculating public holiday pay, effective July 1, 2018.

As of July 1, 2018, an employee’s public holiday pay for a public holiday is equal to the total amount of the regular wages earned and vacation pay payable to the employee in the four weeks before the work week in which the public holiday occurred, divided by 20.

Sherrard Kuzz LLP will continue to monitor the public holiday calculation review, along with other Bill 148-related developments, and keep readers updated.

To learn more or for questions about Bill 148 and its impact on your organization, contact Sherrard Kuzz LLP.

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