

Bill 148 – Fair Workplaces, Better Jobs Act / Employment Standards Act – Public Holiday Pay – Non-Full-Time Employees

Under Bill 148, college employees are eligible* for public holiday pay. As of July 1, 2018 the prescribed formula is based on the regular wages earned by the employee in the four work weeks preceding the week of the public holiday, divided by 20. At Fleming College, this data varies by employee group and employment status. The following chart outlines how Public Holiday Pay, (PHP), is calculated for each non-full-time group at Fleming College.

Employee Group(s)	PHP Calculation	Comments
Part-time Administrative and Support Staff	Calculated based on earnings in the prior 4 work weeks divided by 20	This is in accordance with Bill 148.
Support Staff – Appendix D (working full-time hours)	Full pay for the week in which the Public Holiday occurs	This is in accordance with the provisions for Appendix D employees under the Support Staff Collective Agreement.
Support Staff – Appendix D (working less than full-time hours)	Calculated based on earnings in the prior 4 work weeks divided by 20	This is in accordance with Bill 148.
Students – Appendix G	Full pay for the week in which the Public Holiday occurs	This is in accordance with the provisions for Appendix G employees under the Support Staff Collective Agreement.
Students – Part-Time	Calculated based on earnings in the prior 4 work weeks divided by 20	This is in accordance with Bill 148.

* An individual is considered to be an employee of Fleming College and is eligible to receive Public Holiday Pay, (PHP), in accordance with the above noted chart provided they worked in the pay period where the public holiday falls.