



Ontario Government Reverts Back to Previous Public Holiday Pay Calculation Effective July 1, 2018

After consultation with stakeholders, the Ontario Government announced May 7, 2018 that it will be reviewing the Public Pay portion of its Fair Workplaces, Better Jobs Act, 2017 commonly known as Bill 148.

Employers must use the new formula for the May 21, 2018 Victoria Day statutory holiday. The interim measure [Ontario Reg 375/18](#), effective July 1, 2018, temporarily reinstates the Public Holiday Pay formula as follows:

January 1st, 2018 – June 30, 2018	July 1, 2018 - December 31, 2019
* This includes May 21, 2018 Victoria day	Previously effective up until to December 31, 2017
Holiday Pay Formula: Last pay period of regular wages divided by the days worked	Holiday Pay Formula: Four week period of regular wages and vacation pay prior to public holiday divided by 20
Example: Part time employee works three 6 hours shifts per week, earns \$20/hour, paid bi-weekly	
(3-day work week x 6 hours per shift x \$20/hr x 2 week pay period) / 6 days worked = \$120 pay	(3-day work week x 6 hours per shift x \$20/hr x 4 weeks) /20 = \$72 pay

The review process will occur in 2018 and anyone wanting to make submissions can email exemptions.review@ontario.ca

Please don't hesitate to contact any of our HR consultants if you have questions on this or any other HR matter.