



## Criteria for Contributions Related to Statutory Holidays

We would like to address contribution submission inconsistencies related to statutory holiday pay for members who regularly provide 24 hours a day, seven days a week (24/7) coverage.

Most employees are entitled by law to take the statutory day off and receive full salary for the day; however, some service related and essential care workers (police officers, fire fighters and water treatment workers for example) are required to provide 24/7 service. In these cases, the members are compensated financially (often 1.5x or 2x their regular wages) and in some cases they are given another day off. These arrangements are outlined in an employment arrangement or collective agreement.

Pension contributions for all Plan members are based on regular, predictable remuneration. Statutory holiday pay is the pay that most employees receive even though they do not provide service. Contributions are submitted

on this pay because it is a normal part of all employees' regular remuneration for the year and is completely predictable.

The pay these 24/7 members receive for work they provide on a statutory holiday is treated different from statutory holiday pay. Contributions on 'other' pay may be submitted only when both of the following are true:

1. There is no option to bank the time worked and take as time-in-lieu in the future; **and**
2. The time is paid at regular wage, not at a premium rate, such as 1.5x or 2x regular wage.

These rules are in place to ensure fairness and equality for all Plan members.

If you would like clarification or to have a conversation about your particular situation, please contact MEPP toll free at 1-877-506-6377.