

1986 BILL 241

First Session, 21st Legislature, 35 Elizabeth II

THE LEGISLATIVE ASSEMBLY OF ALBERTA

BILL 241

RELIGIOUS AND ETHNIC HOLIDAYS ACT

MS. BARRETT

First Reading

Second Reading

Committee of the Whole

Third Reading

Royal Assent

Bill 241
Ms. Barrett

BILL 241

1986

RELIGIOUS AND ETHNIC HOLIDAYS ACT

(Assented to , 1986)

HER MAJESTY, by and with the advice and consent of the Legislative Assembly of Alberta, enacts as follows:

1 The Employment Standards Act is amended by this Act.

2 The following is added after section 50:

50.1(1) Notwithstanding any other provisions of this Act, an employee may, on one month's written notice to his employer, designate any day that would otherwise be a normal working day, to be a special holiday for him.

(2) An employee may designate as a special holiday only a day that is of substantial importance either to his religion or ethnic culture and which is normally observed by members of his religion or ethnic culture as a day of abstention from work, in a jurisdiction where members of the religion or ethnic culture form the majority of the population.

(3) If an employee designates and takes a special holiday, the employer may either

(a) deduct from the employee's earnings an amount equivalent to the employee's earnings for a normal working day, in respect of the special holiday, or

(b) require the employee to work a number of extra hours equal to the number of hours taken as a special holiday.

(4) In the event of a dispute arising between an employer and an employee concerning

Explanatory Notes

- 1** This Bill will amend chapter E-10.1 of the Revised Statutes of Alberta 1980.
- 2** Provides a right for an employee to take extra traditional religious or ethnic holidays without pay based on his own religious or ethnic background.

(a) the designation of a holiday by the employee pursuant to subsection (1),

(b) the amount of money deducted by an employer from an employee's earnings pursuant to subsection (3)(a), or

(c) the amount of or scheduling of additional work assigned by an employer to employee pursuant to subsection (3)(b),

any party to the dispute may cause the dispute to be referred to the Labour Relations Board for adjudication.

In accordance with section 4(1) of the Interpretation Act, this Bill comes into force on the date it receives Royal Assent.

