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| **Holiday** | **Date - 2024** |
| New Year’s Day | January 1 |
| Alberta Family Day | February 19 |
| Good Friday | March 29 |
| Victoria Day | May 20 |
| Canada Day | July 1 |
| Labour Day | September 2 |
| Thanksgiving Day | October 14 |
| Remembrance Day | November 11 |
| Christmas Day | December 25 |

**Alberta Labor Code Research**

*UpSkilling for Data Analytics and Business Intelligence*

Using the chart below, find the 2024 dates for each Holiday, and write it in the space provided.

Group Terminations:

1. Who must an employer notify to terminate 50 or more employees within a 4-week period: *The Minister responsible for Employment Standards*

Hours of work and rest:

1. How many hours do you need to work to receive a break: *More than 5 hours*
2. How many days of rest are you entitled to each work week: *1 day each week*

Job protected leaves

1. How many days off for bereavement can you take: *Up to 3 days of unpaid leave*
2. How many days off can you take for personal and family responsibilities: *Up to 5 days*

Minimum wages

1. What is minimum wage: $13/hour for those under 18; everyone else $15/hour
2. Who is exempt from minimum wage standards:

* *real estate brokers*
* *securities salespersons*
* *insurance salespersons paid entirely by commission*
* *students in a work experience program approved by the Alberta government*
* *students in an off-campus education program provided under the*[*Education Act*](https://open.alberta.ca/publications/e00p3)
* *extras in a film or video production*
* *counsellors or instructors at a non-profit educational or recreational camp for children, handicapped individuals, or religious groups*
* *municipal police service members*
* *post-secondary academic staff*

1. Your employer asks you to come in and complete a 2-hour shift. How many hours of wages are they required to pay you for: *3 hours*
2. What deductions are allowed, and what aren’t:

*Allowed:*

* *Meals and lodging*

*Not allowed*:

* *Uniforms*
* *Faulty work*
* *Cash shortages or loss of property*

Overtime hours and overtime pay

1. What is the pay rate for overtime: *1.5 times the employee’s wage rate*
2. Within how many months must you use banked time: *Employees must use up banked overtime within 6 months of the end of the pay period in which they earned it*
3. What is an overtime agreement: *Employees and employers may enter into a mutual overtime agreement where, instead of paying overtime pay, an employer gives paid time off with regular pay. For every hour of overtime worked, at least 1 hour of time off must be banked.*
4. True or false, overtime does not need to be paid out if you are terminated: *True*

Vacation and Vacation Pay

1. How many weeks of vacation time is an employee whose worked for 1-5 years entitled to: *2 weeks of vacation time*
2. Within how many months must you use vacation time after you’ve earned it: *12 months*
3. What percentage of your wage is given as vacation pay when you’ve worked for less than a year: *4%*