

Public Holidays Factsheet 2017/2018

The summer holidays are coming up, know your rights at work

If you are working on a public holiday, you should be getting paid at least time and a half. This means your normal hourly rate plus half of that again for every hour you work. For example, if you usually get \$18 an hour and you work on a public holiday you should be paid \$18 + \$9 = \$27 per hour. The only reason you won't get time and a half is if your employment agreement says you should get more than this on public holidays.

You also get a lieu day for every public holiday worked, if that day would normally be a work day for you. This means you get an extra paid day's holiday to take at another time.

These are the public holidays coming up

Christmas Day	Monday 25 December	Boxing Day	Tuesday 26 December
New Year's Day	Monday 1 January	Day after New Year's	Tuesday 2 January

If you work on a roster

The question you need to ask is "Would I normally work on that day if it wasn't a holiday?"

- » If you work on a public holiday and it is a day you would have normally worked then you are entitled to a lieu day.
- » If you work on a public holiday and it isn't a day you would have normally worked then you are not entitled to a lieu day.
- » If you don't work on a public holiday but it is a day you would have normally worked, then you are entitled to be paid the same amount you would have got if you had worked it on a normal day.
- » If you are having a disagreement about whether it is a 'normal' work day with your employer, or you believe roster patterns have been changed to avoid paying you for the public holiday, call your union.

Sick and bereavement leave

If you were going to work on a public holiday, but end up taking sick leave or bereavement leave, the day is treated as an unworked public holiday. You should get paid normally for the day but won't get time and a half or a lieu day. You should not have any days taken from your sick or bereavement leave balance.

How to access further advice

This sheet won't cover every situation, but explains your minimum rights. Unions help working people understand their right to fair pay, and what to do if there are any problems. To find your union, put your occupation in here: www.union.org.nz/find-your-union . Have a safe and enjoyable summer!