



Barbados Employers'  
Confederation

Notes



# Reminders for the Upcoming Public Holidays from the BEC

As we prepare to observe the upcoming Public Holidays, **Good Friday** and **Easter Monday**, we wish to share some legislative reminders with you.

## 1. What dates are the upcoming Public Holidays?

- Friday, 19th April 2019 - Good Friday
- Monday, 22nd April 2019 - Easter Monday

## 2. Which days are considered Closed Days?

Good Friday and Easter Sunday are Closed Days in accordance with the Shops Act 2015-30. Shops should not open on these days. **N.B. Shops can open on 22nd April 2019 (Easter Monday).**

**3. Relative to the Holiday with Pay Act, 2017**, employers are reminded that where a public holiday occurs within any period of an employee's holiday, the annual holiday shall be increased by one day in respect of that public holiday and the employee shall be paid their average pay in respect of that additional day. **Notwithstanding such, the Act further states**, the terms of the contract of employment of an employee as it relates to payment for a public holiday shall apply in respect of payment for that public holiday.

### What things do you need to know?

1. While some businesses will be closed, businesses that may be operating on these dates are reminded of the following: **Where Collective Agreements or standing company policies exist in your organisation, you should be guided by any of these on matters of pay, time in lieu and hours of work.**

2. Businesses that are considered shops under the descriptives provided in the First Schedule of the **Shops Act 2015-30**, are exempted from applying to open on a Closed Day.

3. These public holidays should not be computed as a part of annual holiday according to the **Holiday with Pay Act 2017-3**.

### What else do you need to know?

4. In the absence of a collective agreement or other company policy, the only guiding legislation is the **Shops Act 2015-30**. The Shops Act indicates that where a shop assistant works on any **Public Holiday or day off**, the shop assistant should be paid not less than twice their regular rate of pay.

5. Please remember, to open on a Closed Day, application must be made to the Chief Labour Officer and the Chief Labour Officer **may** grant permission for the opening of the shop for business on the Closed Day.

Members, contact us if you require further assistance

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