

## **HOLIDAYS**

Residents are allowed 4 weeks holiday over a year (1 week for every three months worked) and days off in lieu of statutory holidays worked as per the PARA contract. Residents are strongly encouraged to attend the Urology Update Course and advanced urological courses, prior to the RCPSC examinations. There is no specific time allowed for educational purposes but it is expected that residents away for educational reasons will ensure that there is adequate manpower to cover for them. Industry sponsored conferences can be attended if the Program Director has approved the content or if holiday time is used to attend. Residents are eligible for some funding each year for educational travel.

### **Article 14: Named Holidays**

- 14.01 (a) Residents shall be entitled to the following Named Holidays: New Year's Day, Good Friday, Victoria Day, Canada Day, August Civic Holiday, Labour Day, Thanksgiving Day, Remembrance Day, Family Day, Christmas Day, Boxing Day and one Floating Day.
- (b) In each event where a Named Holiday falls upon a Saturday or Sunday, the Named Holiday will be considered to lie on either the preceding Friday or following Monday in accordance with standard practice within the Member Facility.
- (c) Pursuant to Article 14.03, provision 14.01(b) does not apply to the following Named Holidays: Christmas Day, Boxing Day and New Year's Day.
- 14.02 (a) A Resident who is scheduled to and does work the day of a Named Holiday pursuant to Article 14.01 (a) and (b) shall have another working day off with pay in lieu of the Named Holiday. This day shall be scheduled during that same rotation at the time the call schedule is made. In the event that day off cannot be scheduled during the same rotation, it shall be added to the Resident's vacation allotment.
- (b) Pursuant to Article 14.03, Article 14.02(a) does not apply to the following Named Holidays: Christmas Day, Boxing Day, and New Year's Day.
- 14.03 Residents shall receive five (5) consecutive days off duty, as established by the respective Associate Dean, during an 11 or 12-day period commencing 23 December that encompasses Christmas Day, Boxing Day, and New Year's Day. These five (5) consecutive days off duty are to account for the three (3) Named Holidays (Christmas Day, Boxing Day, and New Year's Day) and two (2) weekend days. Pursuant to Articles 14.01 and 14.02, a Resident is not entitled to any additional days off, even though one or more of the Named Holidays (Christmas Day, Boxing Day, and New Year's Day) may fall within the days they are on duty or on call within the remainder of the 11 or 12-day period. Time off in excess of the five (5) consecutive days may be granted at the discretion of the Program Director. Residents, who are assigned their vacation during this period, shall receive an additional two (2) days off if the vacation falls over the Christmas break or an additional one (1) day if it falls over the New Year's break.
- 14.04 In recognition of Residents who are scheduled and take call the day before a Named Holiday and for reasons of ensuring the appropriate transference of care, work a portion of a Named Holiday, all Residents shall be entitled to a total of two additional days off per year without loss of pay. This is in addition to vacation entitlements in Article 13.