

# ANNUAL OBLIGATORY WINTER VACATION

## CIVIL ENGINEERING AND ROADS SECTOR (2021-2025)

Pursuant to section XX of the collective agreement, for all construction work in the above sector, construction sites **must be closed** during the annual obligatory winter vacation (article 20.01(2)). However, certain types of work may be permitted.

### ANNUAL VACATION PERIODS

- > From December 19, 2021 at 0:01 to January 1, 2022 at midnight
  - > From December 25, 2022, at 0:01 to January 7, 2023 at midnight
  - > From December 24, 2023, at 0:01 to January 6, 2024 at midnight
  - > From December 22, 2024, at 0:01 to January 4, 2025 at midnight
- Please consult the website of your employer or union association.

### TYPES OF WORK PERMITTED

- > **Repair and maintenance work** | articles 20.02 and 20.03  
**EXAMPLES:** repairing cracks or potholes in the roadway and repainting a bridge
- > **Renovations and modifications (agreement by construction site)** | article 20.02  
**EXAMPLES:** rebuilding a road, replacing asphalt paving with concrete paving, rehabilitating an aqueduct network
- > **Emergency work** | articles 20.02, 20.05 and 1.01(36)  
**DEFINITION OF "EMERGENCY WORK":** any work carried out when the employer or client could sustain material damage or when the health or safety of the public is in danger. A contractual penalty clause or any other similar clause shall not be considered as material damage.  
**EXAMPLE:** work done following an insurance claim
- > **Work executed in an isolated site in the Baie-James territory and hydroelectric projects north of the 55<sup>th</sup> parallel, including Grande Baleine** | article 20.01(5)  
Workers do not have the right to the obligatory annual vacations.
- > **Electrical power transmission and distribution lines, electrical power substations, communication networks, communication towers and catenaries** | article 20.01(9)(d)  
Repair and maintenance work | articles 20.01(9) d) and 20.03(2)  
Emergency work | article 20.05(1)
- > **Custodian assigned to site surveillance** | article 20.01(10)  
At the express request of their employer, employees must remain on the job during the weeks of the obligatory annual vacations.

### TRADES WITH A DIFFERENT ANNUAL VACATION PERIOD

- > **Security systems installer** | article 20.01(11)
- > **Refrigeration mechanic assigned to service and maintenance work** | article 20.01(6)
- > **Elevator mechanic assigned to repair, modernization, and maintenance work** | article 20.01(7)
- > **Fire-protection mechanic assigned to service for emergency work** | article 20.01(8)
- > **Erector mechanic (glazier) assigned to service and maintenance work** | article 20.01(12)

### QUESTIONS?

Please contact your employer or union association.