

ANNUAL OBLIGATORY WINTER VACATION

INSTITUTIONAL & COMMERCIAL AND INDUSTRIAL (2021-2025)

Pursuant to section XIX of the collective agreement, for all construction work in the above sectors, construction sites **must be closed** during the annual obligatory winter vacation (article 19.01(2)). However, some 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** | article 19.03(1), (2) and (3)
EXAMPLES: repainting interior and exterior surfaces, repairing a wall, replacing tiles in damaged floors, revarnishing a floor
- > **Renovations and modifications (agreement by construction site)** | article 19.03(1) and (3)
EXAMPLES: re-covering a roof, replacing the exterior cladding of a building, modifying the interior divisions
- > **Emergency work** | articles 19.02 and 1.01(39) for institutional and commercial or 1.01(41) for industrial
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 remote regions** | article 19.01(4)
INSTITUTIONAL AND COMMERCIAL SECTOR: work carried out on remote job sites, in the James Bay region and on construction projects north of the 55th parallel including the Great Whale project
INDUSTRIAL SECTOR: work carried out on remote job sites and in the James Bay region, with the exception of heavy industry work
- > **Custodian assigned to site surveillance** | article 19.01(3)(e)
 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 19.01(3)(b)
- > **Refrigeration mechanic assigned to service and maintenance work** | article 19.01(3)(a)
- > **Elevator mechanic assigned to repair, modernization, and maintenance work** | article 19.01(3)(c)
- > **Fire-protection mechanic assigned to service for emergency work** | article 19.01(3)(d)
- > **Erector mechanic (glazier) assigned to service and maintenance work** | article 19.03(3)(f)

QUESTIONS?

Please contact your employer or union association.