

ANNUAL OBLIGATORY WINTER VACATION

RESIDENTIAL (2021-2025)

Pursuant to section XXIV of the collective agreement, for all construction work in the above sector, construction sites **must be closed** during the annual obligatory winter vacation (article 24.05(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** | article 24.06(2)

EXAMPLES: repainting interior and exterior surfaces, repairing a wall, replacing floor tiles

- > **Renovations and modifications (agreement by construction site)** | article 24.06(3)

EXAMPLES: re-covering a roof, replacing the exterior cladding of a building, and modifying interior divisions

- > **Emergency work** | articles 24.06(5) and 1.01(29)

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 to be material damage.

EXAMPLE: work done following an insurance claim

- > **Work executed on an isolated site, on a job site located in the Nunavik region or in the Baie-James territory** | article 3.02 and Schedule “B”

The obligatory annual vacations do not apply. However, employers must pay the compensation related to these vacations.

- > **Work on new construction – light residential construction** | articles 24.06(4) and 1.01(9)

DEFINITION OF “LIGHT RESIDENTIAL CONSTRUCTION”: any construction of a building in the residential sector, including facilities and equipment either physically connected or not physically connected to such building, that is not considered heavy residential construction as defined in article 1.01(10)

EXAMPLE: construction of a new building reserved solely for habitation and comprising four storeys or fewer

QUESTIONS?

Please contact your employer or union association.