

# 2025

## Pay days & holidays

### January

S	M	T	W	TH	F	S
			1	2	3	4
5	6	7	8	9	10	11
12	13	14	15	16	17	18
19	20	21	22	23	24	25
26	27	28	29	30	31	

### February

S	M	T	W	TH	F	S
						1
2	3	4	5	6	7	8
9	10	11	12	13	14	15
16	17	18	19	20	21	22
23	24	25	26	27	28	

### March

S	M	T	W	TH	F	S
						1
2	3	4	5	6	7	8
9	10	11	12	13	14	15
16	17	18	19	20	21	22
23	24	25	26	27	28	29
30	31					

### April

S	M	T	W	TH	F	S
		1	2	3	4	5
6	7	8	9	10	11	12
13	14	15	16	17	18	19
20	21	22	23	24	25	26
27	28	29	30			

### May

S	M	T	W	TH	F	S
				1	2	3
4	5	6	7	8	9	10
11	12	13	14	15	16	17
18	19	20	21	22	23	24
25	26	27	28	29	30	31

### June

S	M	T	W	TH	F	S
1	2	3	4	5	6	7
8	9	10	11	12	13	14
15	16	17	18	19	20	21
22	23	24	25	26	27	28
29	30					

### July

S	M	T	W	TH	F	S
		1	2	3	4	5
6	7	8	9	10	11	12
13	14	15	16	17	18	19
20	21	22	23	24	25	26
27	28	29	30	31		

### August

S	M	T	W	TH	F	S
					1	2
3	4	5	6	7	8	9
10	11	12	13	14	15	16
17	18	19	20	21	22	23
24	25	26	27	28	29	30
31						

### September

S	M	T	W	TH	F	S
	1	2	3	4	5	6
7	8	9	10	11	12	13
14	15	16	17	18	19	20
21	22	23	24	25	26	27
28	29	30				

### October

S	M	T	W	TH	F	S
			1	2	3	4
5	6	7	8	9	10	11
12	13	14	15	16	17	18
19	20	21	22	23	24	25
26	27	28	29	30	31	

### November

S	M	T	W	TH	F	S
						1
2	3	4	5	6	7	8
9	10	11	12	13	14	15
16	17	18	19	20	21	22
23	24	25	26	27	28	29
30						

### December

S	M	T	W	TH	F	S
	1	2	3	4	5	6
7	8	9	10	11	12	13
14	15	16	17	18	19	20
21	22	23	24	25	26	27
28	29	30	31			

- Mocha highlights are scheduled pay days.
- Underlines indicate "cut off" date - this is the last day of the pay period.
- Blue shaded are statutory holidays - see notes on reverse.

# Statutory holidays 2025

New Year's Day – January 1, 2025

Louis Riel Day – February 17, 2025

Good Friday – April 18, 2025

Victoria Day – May 19, 2025

Canada Day – July 1, 2025

Labour Day – September 1, 2025

Orange Shirt Day – September 30, 2025

Thanksgiving Day – October 13, 2025

Christmas Day – December 25, 2025

**\*\*Remembrance Day \*\*** - In Manitoba, employers are not required to pay employees for Remembrance Day if they do not work. Employees who do work on this day will be paid 1 1/2 times their regular rate of pay for all hours worked plus 5 % of their earnings in the 28 days before Remembrance Day. For example, if an employee worked 8 hours a day, 5 days a week, for the previous 28 days, 5% would equal 20 days x 8 hours per day = 160 hours x 5 % = 8 hours pay. Overtime is not included in this calculation. Employees who work more than half their normal hours on Remembrance Day are paid 1 1/2 times their regular wage for all hours worked, plus a regular day's pay.

- Statutory holidays or general holidays are days recognized by legislation as holidays. Employees either have this day off with pay, or, if they work, are paid differently.
- To qualify for statutory holiday pay, employees must be available for work on the specified day and they must not have “blown” any shifts the day before or the day after the holiday.
- Employees who work on a stat holiday will be paid statutory holiday pay (their regular wages for the day), plus 1 1/2 times their wage for the hours worked on that day.
- Employees who are not scheduled to work on the holiday and meet the qualifications will be paid their regular wages for the day.
- If an employee is part-time (typically works less than 8 hours in a day), they would be paid for 5% of gross earnings within the last 4 weeks.
- If a stat holiday falls during a vacation period, a qualifying employee will be paid their regular pay for that day.
- Please note that if you ask for the day off and the day off is not at the consent of your manager, you will not be paid stat holiday pay.