

**UBC Department of Medicine
Postgraduate Medical Education
Statutory Holidays – Time Off In Lieu**

Per the Par-BC Collective Agreement Article 11: Statutory Holidays

1. Residents are entitled to receive one day off with pay in lieu of each statutory holiday worked.
2. A Resident can take this alternate day within 12 months of earning it on a date mutually agreed between the Resident and the Residency Program
 - In order to avoid challenges with scheduling your lieu day and in finding a mutually agreeable time, we recommend that it be taken during the same rotation as the statutory holiday that was worked. It can be challenging to find a mutually agreeable day the further from the statutory holiday you seek to schedule it and under no circumstance will it be scheduled more than 12 months from the statutory holiday.*
 - The program also asks that lieu days be arranged directly with the service for the block you are planning to take your lieu day. Residents are expected to report their days once approved by the service.
3. When a stat holiday falls at the end of a rotation the resident scheduled to work will take their in lieu day prior to the actual holiday
4. As residents are entitled to receive five consecutive days off, they will not receive any additional lieu days should they work on any of the statutory holidays (Christmas, Boxing, or New Year's Day).
5. If the declared, designated holiday falls within a Resident's vacation, or on his/her regularly scheduled day off, or when he/she is on call as per, the Resident shall receive an alternative day off without loss of pay to be taken at a time by mutual agreement within the Academic Year. (as per the Alternate Religious Holiday subheading)

* PGY3 residents cannot carry lieu days into Fellowship programs.