

CONSTRUCTION INDUSTRY FEDERATION

Construction House, Canal Road, Dublin 6. Tel: (01) 4066000 Fax: (01) 4966953 E-mail: cif@cif.ie Website: www.cif.ie

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IR Circ: 2015/01

EASTER HOLIDAYS 2015

Dear Member

The official period for the Easter holidays will be from closing time on Thursday, 2 April 2015 to starting time on Monday, 13 April 2015 (5 annual leave days and 1 public holiday). The pay arrangements for the Easter holidays are as follows:

- a) Operatives continuously employed since the beginning of the leave year i.e. August 2014, and remaining in the employment of the company:

6 days paid leave (5 annual days and 1 public holiday)
= **46 hours holiday pay**

- b) Operatives who commenced employment after August 2014 or whose employment is being terminated should have their annual leave calculated on the cesser pay basis, i.e. 13.65 hours holiday pay for every 4 weeks in which at least 117 hours have been worked, less any annual leave paid since August 2014. In addition, operatives are also entitled to pay for the public holiday if they have worked at any time during the previous four weeks. For operatives remaining in the employment of the company the maximum holiday pay due is **46 hours**.
- c) Operatives remaining in the company who have not worked at least 117 hours within a 4 week period will be entitled to 8.4% of the hours they have worked.
- d) Operatives leaving the company or being dismissed and who have not worked at least 117 hours will be entitled to 8.4% of the hours they have worked.
- e) Operatives leaving the company or being dismissed at the time of the holidays and who have worked at any time during the previous four weeks will be entitled to pay for the public holiday.
- f) Full-time employees absent from work immediately before the holidays will be entitled to payment for the public holiday unless the absence is:
- (i) in excess of 52 consecutive weeks by reason of an occupational injury,
 - (ii) in excess of 26 consecutive weeks by reason of illness or injury,
 - (iii) in excess of 13 consecutive weeks authorised by the employer including temporary lay-off,
 - (iv) an absence by reason of strike.



- g) Travelling allowance, where applicable, should be included in holiday pay. Operatives will be entitled to have included in their holiday pay the travelling allowance they are in receipt of at the time of the holidays.

If you have any queries in connection with the above, please do not hesitate to contact the Industrial Relations, Employment and Manpower Services Department.

This circular is also available on our website at www.cif.ie.

Yours faithfully



Jean Winters

Director

Industrial Relations, & Employment Services

