General holidays in Alberta

Under the *Employment Standards Code*, the following nine days are recognized as general (statutory) holidays:

General holiday	Date
New Year's Day	January 1
Alberta Family Day	3rd Monday in February
Good Friday	Varies with religious calendar
Victoria Day	Monday immediately preceding May 25
Canada Day	July 1*
Labour Day	1st Monday in September
Thanksgiving Day	2nd Monday in October
Remembrance Day	November 11
Christmas Day	December 25

*By federal law, when July 1st falls on <mark>any</mark> day o<mark>f the</mark> week other than Sunday, it is celebrated on that day; however, when it falls on a Sunday, it is treated as if it fell on the Monday immediately following.

Boxing Day, Easter Monday and Heritage Day (1st Monday in August) are not considered general holidays. However, an employer can designate these, or any other day, as a general holiday.

Alberta

General holidays in 2020-23

General holiday	2020	2021	2022	2023
New Year's Day	Jan. 1, 2020	Jan. 1, 2021	Jan. 1, 2022	Jan. 1, 2023
Alberta Family Day	Feb. 17, 2020	Feb. 15, 2021	Feb. 21, 2022	Feb. 20, 2023
Good Friday	Apr. 10, 2020	Apr. 2, 2021	Apr. 15, 2022	Apr. 7, 2023
Victoria Day	May 18, 2020	May 24, 2021	May 23, 2022	May 22, 2023
Canada Day	July 1, 2020	July 1, 2021	July 1, 2022	July 1, 2023
Labour Day	Sep. 7, 2020	Sep. 6, 2021	Sep. 5, 2022	Sep. 4, 2023
Thanksgiving Day	Oct. 12, 2020	Oct. 11, 2021	Oct. 10, 2022	Oct. 9, 2023
Remembrance Day	Nov. 11, 2020	Nov. 11, 2021	Nov. 11, 2022	Nov. 11, 2023
Christmas Day	Dec. 25, 2020	Dec. 25, 2021	Dec. 25, 2022	Dec. 25, 2023

Visit alberta.ca/employment-standards.aspx ©2021 Government of Alberta | Published: March 2021



Terms of Use

By accessing, using or relying on this sample [the Sample], you [the User] agree that the User understands and is bound by:

- the terms of use below [Sample Terms of Use];
- the [Disclaimer and copyright] where the Sample is hosted [Disclaimer and Copyright Terms of Use]; and
- the [Privacy Statement] where the Sample is hosted [Privacy Terms of Use].

The Sample Terms of Use, the Disclaimer and Copyright Terms of Use and the Privacy Terms of Use form a legal agreement between the User and the Government of Alberta governing the use of this Sample [Terms of Use].

This Sample may only be used in accordance with the Terms of Use.

If the User does not understand or does not agree to the Terms of Use, the User must not access, use or rely on this Sample in any way. Sample is for Information Purposes Only

This Sample is being provided for **general information purposes only** and should not be relied upon as a replacement for legal advice. In the event of any discrepancy between this Sample and Alberta Employment Standards legislation, the legislation is considered correct. **Responsibilities of User**

The User acknowledges that it is the User's responsibility to ensure that any agreement or arrangement entered into by the User meets all legal requirements applicable to the User, including requirements under privacy legislation.

The User acknowledges that it is the User's responsibility to ensure that any agreement or arrangement entered into is accurate and is appropriate to the circumstances in which it is being used.

The User acknowledges that use or reliance on this Sample or any part of this Sample may not be sufficient to meet the User's legal responsibilities or address the User's legal entitlements.

Disclaimer and Exclusion of Liability

This Sample is provided on an "as-is" and "as-available" basis and is subject to change without notice. The Government of Alberta excludes all representations and warranties, express or implied, including but not limited to, implied warranties of merchantability and fitness for a particular purpose, non-infringement or other violation of rights.

The Government of Alberta makes no representations or warranties as to the use, accuracy, timelines, applicability, performance, security, availability or reliability of this Sample.

The Government of Alberta shall not be liable under any circumstances or any theory of liability, including negligence, for any loss, injury or damage, including for direct, indirect, special, incidental, punitive, or consequential damages, caused by the use of or reliance on this Sample or otherwise arising in connection with this Sample, even if specifically advised of the possibility of such loss, injury or damage.

License

This Sample has been posted with the intent that it be readily available for personal and public non-commercial use and may be reproduced, in part or in whole and by any means, without charge or further permission from the Government of Alberta.

For the purposes of this Sample, non-commercial use includes use or alteration of this Sample, in whole or in part, for the purposes of fulfilling employment records requirements under the *Employment Standards Code*.

Complaints

In the event of a complaint, Employment Standards will make an official determination based on information gathered during the course of the investigation and the applicable legislation.

Use of this Sample or any part of this Sample will not be determinative of whether an employer is considered compliant with Alberta employment standards legislation.

Legal Advice

The Employment Standards Code provides minimum standards only and some employees may have greater rights.

If the User is unsure about whether this Sample can or should be used in the User's situation, the User must not use or rely on this Sample in any way and should obtain legal advice respecting their legal obligations and rights.

Severability

If any provision or part of a provision of the Terms of Use is determined to be invalid or unenforceable, such invalidity or unenforceability attaches only to that provision or part of a provision and everything else in the Terms of Use continues in full force and effect.

Applicable Law

These Terms of Use shall be governed by and interpreted in accordance with the laws in force in Alberta, and the parties irrevocably attorn to the exclusive jurisdiction of courts in Alberta.

Further Information

For more information, please contact the Employment Standards Information Centre: 780-427-3731 (Edmonton and surrounding areas) 1-877-427-3731 (Toll-free)

From a cell phone, call #310 on Telus and Bell or *310 on Rogers.

Ask a question online at: https://www.alberta.ca/contact-employment-standards.aspx

TTY/TDD for the deaf or hard of hearing:

780-427-9999 (Edmonton and surrounding areas) 1-800-232-7215 (Toll-free)h

Visit alberta.ca/employment-standards.aspx

Alberta