



Your July **EMPLOYMENT RIGHTS GUIDE**

Vacation Law • Holiday Pay • Forced Time Off



FREE LEGAL RESOURCE FOR BC WORKERS

TIM LOUIS & COMPANY

EMPLOYMENT LAW EXPERTS • VANCOUVER

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Know Your Summer Workplace Rights in BC

Summer Brings Questions — Let's Answer Them

Whether it's heatwaves, forced vacations, or inconsistent hours, your employment rights matter more than ever in July. This page offers a quick overview of your key rights in British Columbia.

Key Summer Employment Rights in BC:

<i>Issue</i>	<i>Your Rights</i>
<i>Forced Vacation</i>	Your employer <i>can</i> set vacation dates, but must give reasonable notice.
<i>Statutory Holidays (like Canada Day)</i>	You are entitled to stat holiday pay <i>if eligible</i> , even if not working that day.
<i>Overtime Pay</i>	Overtime kicks in after 8 hours/day or 40 hours/week.
<i>Heat Safety on the Job</i>	Employers must take <i>reasonable steps</i> to protect you from unsafe conditions.
<i>Sick Leave (including long COVID)</i>	You may be entitled to paid sick days or protected LTD leave.

Did You Know?

You do ***not*** have to disclose private medical details unless requesting accommodation.

Legal Insight from Tim Louis:

"Employment law in BC is based on fairness. But fairness doesn't happen automatically—you have to know your rights to use them."

Forced to Quit? You Might Have a Case

Are You Being Pushed Out This Summer?

Some employers take advantage of the summer slowdown to pressure staff into quitting. This can be illegal.

This is called **constructive dismissal**—and it might entitle you to severance, damages, or reinstatement.

What Qualifies as Constructive Dismissal in BC?

<i>Red Flag</i>	<i>Why It Matters</i>
Hours cut without your consent	Major change in terms of employment
Forced vacation during conflict	Possible retaliation or bad faith
Told to “use unpaid leave” without cause	Could violate Employment Standards Act
Sudden change in duties or location	May signal an attempt to force you out
Hostile or toxic work environment	Your mental health is protected under human rights law

Tim Louis Explains:

“I’ve represented hundreds of clients who thought they had to quit—but didn’t realize they had legal options. Always speak to a lawyer before making a decision.”

What To Do Right Now:

- ***Track all changes*** to hours, duties, pay
- ***Document conversations*** (email, messages, verbal requests)
- ***Get legal advice before*** quitting

Contact us at: timlouislaw.com/employment-lawyer-vancouver

Vacation Pay, Holiday Pay & Part-Time Workers

Who Qualifies for Vacation Pay in BC?

- ***All employees*** are entitled to vacation pay—full-time, part-time, and seasonal.
- After ***12 months***, you earn ***2 weeks paid vacation***.
- Vacation pay = ***4% of gross wages***, increasing to 6% after 5 years.

Even if you don't take time off, you're still entitled to the pay.

Canada Day & Statutory Holiday Pay

To qualify for ***stat holiday pay***, you must:

- Have worked at least ***15 of the last 30 days***
- Be scheduled (or regularly scheduled) for the stat holiday

<i>If You Work on Canada Day</i>	<i>You're Entitled To:</i>
Regular pay + 1.5x	For hours worked on the stat day
Or substitute day off	With stat pay if agreed in writing

Common Mistakes Employers Make:

- Forgetting part-time staff qualify
- Denying pay when vacation is "forced"
- Mixing up unpaid vs. paid stat days

Tip from Tim Louis:

"Stat holiday rules can be confusing—but I've helped many workers recover what they're owed. If you're not sure, ask."

Learn more:

[BC Government: Stat Holiday Rules](#)

[Vacation Pay Rules – gov.bc.ca](#)

What to Document This Month

Keep a Record — Protect Yourself Later

Whether you're being asked to take forced vacation, missing stat pay, or feeling pressured to quit, documenting your experience gives you **evidence and clarity**.

Worker's Documentation Checklist:

<i>What to Track</i>	<i>Why It Matters</i>
Vacation dates (voluntary or forced)	Shows whether time off was requested or imposed
Emails or texts from employer	Establishes notice, tone, and potential pressure tactics
Pay stubs and missing paydays	Useful in unpaid wage or stat holiday claims
Schedule or shift changes	Can show constructive dismissal patterns
Your symptoms or burnout level	Helps link work stress to legal or medical claims
Notes from HR meetings or calls	Protects against "he said, she said" situations

Quote from Tim Louis:

"Keeping a paper trail is one of the smartest things you can do. It doesn't just protect your rights—it gives your lawyer something real to work with."

Pro Tip:

If you feel uneasy after a meeting or request—**write it down** immediately. The date, feeling, and wording can make all the difference.

Real Scenarios – When to Speak to a Lawyer

Sound Familiar?

You're not alone—and in these real-world situations, **you may have legal options**.

Scenario 1: “I was told to take vacation... after I raised a concern.”

Possible Issue: Employer retaliation or constructive dismissal
Speak to Tim Louis before taking time off. Call (604) 732-7678

Scenario 2: “I didn’t get paid for the stat holiday because I was part-time.”

Possible Issue: Misapplication of BC’s Employment Standards
All workers—part-time included—may be entitled.

Scenario 3: “My boss says ‘take unpaid leave or quit.’”

Possible Issue: Coerced resignation = constructive dismissal
This is a serious red flag. Get legal advice right away.

Scenario 4: “HR says they’re ‘restructuring’... but only I’m affected.”

Possible Issue: Discrimination, targeting, or wrongful dismissal
Document everything and call a lawyer before signing anything.

Tim Louis Says:

“The earlier you reach out, the more options you have. It’s never too soon to ask if what’s happening is legal.”

★★★★★ Google Review:

“I was laid off unfairly and Tim answered my questions during the holidays. So helpful.”
— Crissy Hall, Vancouver

[Free Employment Law Consultation →](#)

Ready to Take the Next Step?

Speak to Tim Louis & Company — Advocates for Workers in BC

Whether you're facing forced vacation, withheld pay, or pressure to quit, ***you deserve to know your rights.***

Free Consultation Request:

timlouislaw.com/contact-us

Human. Experienced. On Your Side.

- Over 40 years of legal advocacy
- Specializing in employment rights and wrongful dismissal
- 5-star rated and trusted across BC