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11 june 2024

How should vacations be taken for staff working 4x4? This system consists of employees rotating weekly: in one week, some work 44 hours; another group 40 hour and another group 48 hour, and they rotate successively one month after the other (2 of 2).

Let's suppose that another person works from Monday to Friday, and leaves on vacation on Wednesday, May 29, 2024, and under the argument that we only must calculate the days she works, we would have to exclude Saturday (which is legally working day) and Sunday. That person would be returning from vacation on June 20, 2024.

And let's suppose that another employee works from Monday to Saturday at noon, and with the argument that it is necessary to calculate only the days that the person works, and not the days legally declared as working days. That person would leave on vacation on May 29, 2024, and return on June 15, 2024:

What is the result of all that?

1. That the person who only works 2 days a week, would have one month and 21 days of vacation!
2. The person who only works 5 days a week, would have 21 days of vacation.

3. And the person who works the most in the week: 6 days, would have only 17 days of annual rest.

Therefore, and to avoid these inconsistencies and injustices, the law and the ILO convention on vacation, provide that vacation days are always, and in all cases (including those who work 4x4 or 4x3 days) the legally working days that are counted when granting the vacation. This guarantees that everyone receives the same annual rest period: 14 days.