Alberta Leaves & Compensation



- **Pay & Hours**
- **Workers' Compensation**
- **Leaves of Absence**
- **Vacation**
- **Statutory Holidays & Pay**

- **Pay & Hours**

Minimum Wage

$15.00 per hour

Students ages 13-17: For work done during school breaks or first 28 hours per week of work done while not on break: $13 per hour; additional hours per week beyond 28 hours: $15 per hour.

Salespersons: $598 per week.

Domestics: $2,848 per month.

Overtime Pay

Time and a half (1.5 x the wage rate)

Daily Overtime – all hours worked over 8 hours a day
Weekly Overtime – All hours worked over 44 hours a week

- **Workers' Compensation**

Average Workers Comp Assessment Rate 2026

$1.46 per $100

Workers’ Comp Maximum Assessable/Insurable Earnings 2026

$110,900

- **Leaves of Absence**

3 days’ Bereavement Leave

5 days’ Personal and Family Responsibility Leave

10 days’ **Domestic Violence** Leave

½ day **Citizenship Ceremony** Leave

27 weeks’ **Compassionate Care** Leave to care for gravely ill family member

16 weeks’ **Critical Illness** Leave to care for critically ill **adult** family member

36 weeks’ **Critical Illness** Leave to care for critically ill **child** family member

52 weeks’ **Child Disappearance** Leave for crime-related disappearance of child

104 weeks’ **Child Death** Leave for crime-related death of child

16 weeks’ **Long-Term Illness or Injury** Leave

16 weeks’ **Maternity** Leave

62 weeks’ **Parental** Leave

Reservist Leave for as long as necessary for employee to perform military reservist duties

Sick days not provided for

- **Vacation**

Must work 1 full year before entitled to vacation time.

- 2 weeks with pay at 4% after each of the first 4 years of employment.
- 3 weeks with pay at 6% after 5 consecutive years of employment.

Statutory Holidays & Pay

Statutory Holidays

New Year’s Day	Victoria Day	Thanksgiving Day
Alberta Family Day	Canada Day	Remembrance Day
Good Friday	Labour Day	Christmas Day

**Boxing day may be optional.*
**Easter Monday is for government employees only.*

If worked – time and a half plus average daily wages or alternate day plus regular pay
If not worked – average daily wages

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