

Alberta Leaves & Compensation



All you need to know about employee's leave, compensation, statutory holidays, vacation and other entitlements under the Alberta *Employment Standards Code*

Sick Days:

Not provided for.

Leaves of Absence (all leaves are unpaid unless specified otherwise):

- 3 days' Bereavement Leave
- 5 days' Personal and Family Responsibility Leave
- 10 days' Domestic Violence Leave
- $\frac{1}{2}$ 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

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:

New Year's Day, Alberta Family Day, Good Friday, Victoria Day, Canada Day, Labour Day, Thanksgiving Day, Remembrance Day and Christmas day. Boxing day may be optional. *Easter Monday is for government employees only.

Statutory Holiday Pay:

If worked – time and a half plus average daily wages or alternate day plus regular pay

If not worked – average daily wages

Pay:

Minimum Wage: \$15.00

Minimum Wage for Students Under Age 18: \$13.00

Overtime Pay: Time and a half (1.5 x the wage rate)

Hours:

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: \$1.36 per \$100

Workers' Comp Maximum Assessable/Insurable Earnings 2026: \$110,900