

# British Columbia Leave & Compensation

written by Rory Lodge | August 31, 2023



**Sick Days:** 5 paid sick days a year (beginning Jan. 1, 2022)

**Vacation:** Must work 1 full year before entitled to vacation time.

Entitled to 2 weeks of vacation after each of the first 4 years of employment and must be paid at least 4% of vacationable earnings.

Entitled to 3 weeks of vacation after 5 consecutive years of employment and paid at least 6% of vacationable earnings.

**Statutory Holidays:** New Year's Day, Family Day, Good Friday, Victoria Day, Canada Day, B.C. Day, Labour Day, Thanksgiving Day, Remembrance Day and Christmas Day.

## COMPENSATION

**General Minimum Wage:** \$16.75 per hour (scheduled increase to \$17.40 per hour on June 1 2024)

**Overtime Pay:** Time and a half (1.5 X wage rate).

### Overtime Hours:

Daily Overtime – All hours worked over 8 hours in a day.

Weekly Overtime – All hours worked over 40 hours in a week.

### Statutory Holiday Pay:

(If worked): Time and a half for the first 12 hours and double time there-after plus average day's pay.

(If not worked): Average day's pay.

**Average Workers' Comp Assessment Rate 2024:** \$1.55 per \$100

**Maximum Assessable/Insurable Earnings 2024:** \$116,700

