

British Columbia Leave & Compensation



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

Minimum Wage

\$18.25 per hour

Separate Minimum Wages

Online Platform Workers: \$21.89 per hour

Distance Expense Allowance for Delivery Services: \$0.35 per km while using a form of transport other than walking

Distance Expense Allowance for Ride-Hail Services: \$0.45 per km while operating a motor vehicle

Liquor Servers: \$18.25 per hour

Live-in home support workers: \$135.88 per day or part day worked

Live-in Camp Leaders: \$145.64 per day or part day worked

Resident Caretakers of apt. buildings with 9 to 60 suites: \$1,092.10 per month + \$43.75 per suite

Resident Caretakers of apt. buildings with >60 suites: \$3,719.96 per month

Alternate Piece Rates for Harvest Workers: Depends on crop

Scheduled Increases

Regular annual increases based on inflation every June 1; Piece-rate wages for hand-picked crops increase every December 1

Standard Work Hours

8 hours per day and 40 hours per week, Sunday to Saturday, unless an averaging agreement or variance applies

Sick Days

5 days' Personal Illness or Injury Leave, (Sick Leave) the first 3 days of which are paid for employees with 90 days of employment

• Workers' Compensation

Average Workers' Comp Assessment Rate 2026

\$1.55 per \$100 assessable payroll

Workers' Comp Maximum Assessable/Insurable Earnings 2026

\$127,500

• Leaves of Absence

All leaves are unpaid unless specified otherwise:

27 weeks' **Serious Personal Illness or Injury** Leave.

17 consecutive weeks' **Maternity (or Pregnancy)** Leave.

62 weeks' **Parental** Leave.

5 days' **Family Responsibility** Leave to help with the care, health or education of a child under the age of 19 in the employee's care.

10 days' plus 15 weeks' **Domestic or Sexual Violence** Leave, the first 5 days of which are paid for employees with 3 consecutive months' service, if the employee or their child or dependent is impacted by domestic or sexual violence.

27 weeks' **Compassionate Care** Leave to care for a family member who's terminally ill.

36 weeks' **Critical Illness or Injury** Leave to care for a **child** family member age 19 or under.

16 weeks' **Critical Illness or Injury** Leave to care for an **adult** family member over age 19.

20 days' **Reservist** Leave for a reservist in the Canadian Forces to participate in Canadian Forces training activities.

52 weeks' **Child Disappearance** Leave if employee's child disappears as a probable result of a crime.

104 weeks' **Child Death** Leave if employee's child dies.

3 days' **Bereavement** Leave for the death of an immediate family member.

Jury Duty Leave for as long as necessary for employee to attend court as a juror.

• **Vacation**

Employee must work 1 full year with same employer before being entitled to vacation time:

- 2 weeks' vacation with pay after 1 year of employment with the same employer, payable at 4% of earnings
- 3 weeks' vacation with pay after 5 years of employment with the same employer, payable at 6% of earnings

• **Statutory Holidays & Pay**

Statutory Holidays

New Year's Day	Canada Day	Thanksgiving Day
Family Day	B.C. Day	Remembrance Day
Good Friday	Labour Day	Christmas Day
Victoria Day	National Day for Truth & Reconciliation	

Stat Holiday Pay Eligibility

Employees qualify for stat holiday if they:

- Have been employed for 30 calendar days and
- Have worked or earned wages on 15 of the 30 days before the statutory holiday

Stat Holiday Pay

If worked: Time and a half for hours worked on the holiday for up to 12 hours

plus double wages for time worked beyond 12 hours on the holiday **plus** an average day's pay

If not worked: Average day's pay