

Citizenship Ceremony – Know The Laws Of Your Province



Citizenship ceremony leave regulations are essential in recognizing the significance of becoming a Canadian citizen and ensuring employees have the opportunity to attend their citizenship ceremony without workplace repercussions. These regulations require **employers** to grant eligible employees unpaid or paid leave, depending on jurisdiction, to receive their certificate of citizenship under the Citizenship Act. Employees must provide reasonable notice before taking leave, and in some cases, **employers** may request documentation to verify eligibility. While the Canada Labour Code provides personal leave that can be used for this purpose, specific regulations vary by province and territory, reflecting different employment standards across Canada.

FEDERAL

In Canada, **employers must** comply with the [**Canada Labour Code, Section 206.6**](#), which grants employees up to five days of personal leave per year, including for attending their citizenship ceremony under the Citizenship Act. **Employers** are responsible for ensuring that employees can take this leave without penalty and **must** provide pay for the first three days if the employee has completed three consecutive months of employment. **Employers** may request documentation within 15 days of the employee's return to work if reasonably practicable to obtain. Upholding these regulations supports employees' rights while fostering an inclusive workplace.

Part III – Standard Hours, Wages, Vacations, and Holidays

Personal Leave

Leave – Five Days

(1) Every employee is entitled to and **shall** be granted a leave of absence from employment of up to five days in every calendar year for:

- (a) [Repealed, 2021, c. 27, s. 6]
- (b) carrying out responsibilities related to the health or care of any of their

family members;

- (c) carrying out responsibilities related to the education of any of their family members who are under 18 years of age;
- (d) addressing any urgent matter concerning themselves or their family members;
- (e) attending their citizenship ceremony under the Citizenship Act; and
- (f) any other reason prescribed by regulation.

Leave with Pay

(2) If the employee has completed three consecutive months of continuous employment with the **employer**, the employee is entitled to the first three days of the leave with pay at their regular rate of wages for their normal hours of work, and such pay **shall** for all purposes be considered to be wages.

Division of Leave

(3) The leave of absence may be taken in one or more periods. The **employer** may require that each period of leave be of not less than one day's duration.

Documentation

(4) The **employer** may, in writing and no later than 15 days after an employee's return to work, request that the employee provide documentation to support the reasons for the leave. The employee **shall** provide that documentation only if it is reasonably practicable for them to obtain and provide it.

Regulations

(5) The Governor in Council may make regulations for the purposes of this section, including regulations:

- (a) setting out the other reasons for taking leave under paragraph (1)(f);
- (b) defining the expressions "regular rate of wages" and "normal hours of work"; and
- (c) specifying the persons who are the employee's family members. **Section 206.6 (1) to (5).**

Further details on the Canada Labour Code can be found at [Justice.gc.ca](https://www.justice.gc.ca).

ALBERTA

In Alberta, **employers must** adhere to the [**Employment Standards Code, Section 53.984**](https://www.employmentstandards.ca/en/employment-standards/section-53-984), which entitles employees who have been employed for at least 90 days to take up to a half-day of unpaid leave to attend their citizenship ceremony under the Citizenship Act (Canada). Employees are **required** to provide reasonable notice before taking this leave. **Employers** play a crucial role in supporting their workers' right to participate in this significant event without workplace penalties.

Part 2 – Standards

Leave for Citizenship Ceremony

Unpaid Leave for Citizenship Ceremony

(1) An employee who has been employed by the same **employer** for at least 90 days is entitled to up to a half-day of unpaid leave to attend a citizenship ceremony to receive a certificate of citizenship, as provided for under the Citizenship Act (Canada) and regulations made under that Act.

(2) Before taking a leave under this section, the employee **must** give the **employer** as much notice as is reasonable and practicable in the circumstances. Section 53.984 (1) (2).

Further details on the Employment Standards Code can be found at Alberta.ca.

BRITISH COLUMBIA

In British Columbia, the Employment Standards Act (ESA) does not explicitly provide leave for attending a citizenship ceremony; however, employees in federally regulated sectors may qualify for unpaid leave under the [Canada Labour Code, Section 206.6](#). This provision allows employees to take up to five days of personal leave per year, which includes attending their citizenship ceremony under the Citizenship Act (Canada). If an employee has completed three consecutive months of continuous employment, the first three days of this leave **must** be paid. **Employers** have a responsibility to accommodate this leave while ensuring compliance with federal regulations.

Part III Standard Hours, Wages, Vacations, and Holidays

Personal Leave

Leave – Five Days

(1) Every employee is entitled to and **shall** be granted a leave of absence from employment of up to five days in every calendar year for:

- (b) carrying out responsibilities related to the health or care of any of their family members;
- (c) carrying out responsibilities related to the education of any of their family members who are under 18 years of age;
- (d) addressing any urgent matter concerning themselves or their family members;
- (e) attending their citizenship ceremony under the Citizenship Act; and
- (f) any other reason prescribed by regulation.

Leave with Pay

(2) If the employee has completed three consecutive months of continuous employment with the **employer**, the employee is entitled to the first three days of the leave with pay at their regular rate of wages for their normal hours of work, and such pay **shall** for all purposes be considered to be wages.

Division of Leave

(3) The leave of absence may be taken in one or more periods. The **employer** **may** require that each period of leave be of not less than one day's duration.

Documentation

(4) The **employer** **may**, in writing and no later than 15 days after an employee's return to work, request that the employee provide documentation to support the reasons for the leave. The employee **shall** provide that documentation only if it is reasonably practicable for them to obtain and provide it.

Regulations

(5) The Governor in Council may make regulations for the purposes of this section, including regulations:

- (a) setting out the other reasons for taking leave under paragraph (1)(f);
- (b) defining the expressions "regular rate of wages" and "normal hours of work"; and
- (c) specifying the persons who are the employee's family members. **Section 206.6 (1) to (5).**

Further details on the Canada Labour Code can be found at [Justice.gc.ca](https://justice.gc.ca).

MANITOBA

In Manitoba, the [Employment Standards Code](#), **Section 59.7**, grants employees who have been employed for at least 30 days up to four hours of unpaid leave to attend their citizenship ceremony under the Citizenship Act (Canada). Employees **must** provide at least 14 days' notice to their **employer** or as much notice as is reasonable in the circumstances. **Employers** may request evidence of the employee's entitlement to the leave. This ensures that employees have the opportunity to participate in this important civic event while balancing workplace responsibilities.

Part 2 – Minimum Standards

Leave For Citizenship Ceremony

Unpaid Leave for Citizenship Ceremony

(1) An employee who has been employed for at least 30 days may take up to four hours of unpaid leave to attend a citizenship ceremony to receive a certificate of citizenship, as provided for under the [Citizenship Act](#) (Canada) and regulations made under that Act.

Notice to Employer

(2) Before taking a leave under this section, the employee **must** give the **employer** at least 14 days' notice or, if it is not possible for the employee to give 14 days' notice, as much notice as is reasonable and practicable in the circumstances. If requested by the **employer**, the employee **must** provide evidence of his or her entitlement to the leave. **Section 59.7 (1) (2).**

Further details on The Employment Standards Code can be found at [Canlii.org](https://canlii.org).

NEW BRUNSWICK

In New Brunswick, the Employment Standards Act does not explicitly provide leave for attending citizenship ceremonies. However, employees working in federally regulated sectors may be eligible for leave under the [Canada Labour Code, Section 206.6](#), which grants up to five days of personal leave per calendar year, including for attending a citizenship ceremony under the Citizenship Act (Canada). Employees who have completed three consecutive months of employment are entitled to have the first three days of leave paid at their regular rate of wages. **Employers** may request documentation to support the leave if it is reasonable and practicable for the employee to provide.

Part III Standard Hours, Wages, Vacations, and Holidays

Personal Leave

Leave – Five Days

- (1) Every employee is entitled to and **shall** be granted a leave of absence from employment of up to five days in every calendar year for:
 - (b) carrying out responsibilities related to the health or care of any of their family members;
 - (c) carrying out responsibilities related to the education of any of their family members who are under 18 years of age;
 - (d) addressing any urgent matter concerning themselves or their family members;
 - (e) attending their citizenship ceremony under the Citizenship Act; and
 - (f) any other reason prescribed by regulation.

Leave with Pay

- (2) If the employee has completed three consecutive months of continuous employment with the **employer**, the employee is entitled to the first three days of the leave with pay at their regular rate of wages for their normal hours of work, and such pay **shall** for all purposes be considered to be wages.

Division of Leave

- (3) The leave of absence may be taken in one or more periods. The **employer** may require that each period of leave be of not less than one day's duration.

Documentation

- (4) The **employer** may, in writing and no later than 15 days after an employee's return to work, request that the employee provide documentation to support the reasons for the leave. The employee **shall** provide that documentation only if it is reasonably practicable for them to obtain and provide it.

Regulations

- (5) The Governor in Council may make regulations for the purposes of this section, including regulations:

- (a) setting out the other reasons for taking leave under paragraph (1)(f);
 - (b) defining the expressions "regular rate of wages" and "normal hours of work"; and

(c) specifying the persons who are the employee's family members. **Section 206.6 (1) to (5).**

Further details on the Canada Labour Code can be found at [Justice.gc.ca](https://www.justice.gc.ca).

NEWFOUNDLAND & LABRADOR

In Newfoundland and Labrador, the Labour Standards Act does not explicitly provide leave for attending citizenship ceremonies. However, employees in federally regulated sectors may be entitled to leave under the [Canada Labour Code, Section 206.6](#), which allows up to five days of personal leave per calendar year, including for attending a citizenship ceremony under the Citizenship Act (Canada). Employees who have completed three consecutive months of employment are eligible to receive pay for the first three days of leave at their regular rate of wages. **Employers** may request documentation to support the leave if it is reasonable and practicable for the employee to provide.

Part III Standard Hours, Wages, Vacations, and Holidays

Personal Leave

Leave – Five Days

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- (b) carrying out responsibilities related to the health or care of any of their family members;
- (c) carrying out responsibilities related to the education of any of their family members who are under 18 years of age;
- (d) addressing any urgent matter concerning themselves or their family members;
- (e) attending their citizenship ceremony under the Citizenship Act; and
- (f) any other reason prescribed by regulation.

Leave with Pay

(2) If the employee has completed three consecutive months of continuous employment with the **employer**, the employee is entitled to the first three days of the leave with pay at their regular rate of wages for their normal hours of work, and such pay **shall** for all purposes be considered to be wages.

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Documentation

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Regulations

(5) The Governor in Council may make regulations for the purposes of this section, including regulations:

- (a) setting out the other reasons for taking leave under paragraph (1)(f);
- (b) defining the expressions “regular rate of wages” and “normal hours of work”; and
- (c) specifying the persons who are the employee’s family members. **Section 206.6 (1) to (5).**

Further details on the Canada Labour Code can be found at [Justice.gc.ca](https://www.justice.gc.ca).

NOVA SCOTIA

In Nova Scotia, under the [**Labour Standards Code**](#), **Section 60J**, employees are entitled to one day of unpaid leave to attend their citizenship ceremony and receive their certificate of citizenship under the Citizenship Act (Canada). Employees **must** provide at least 14 days’ notice to their **employer** or as much notice as is reasonably practicable. **Employers** may request evidence of the ceremony date. This leave ensures that employees can participate in an important milestone without risking their employment.

Leave for Citizenship Ceremony

Unpaid Leave of Absence

(1) An employee is entitled to an unpaid leave of absence of up to, at the employee’s option, a maximum of one day on the day of and to attend a citizenship ceremony to receive the employee’s certificate of citizenship under the Citizenship Act (Canada).

(2) The employee **shall** give the **employer** fourteen days’ notice or as much notice as is reasonably practicable of the date of the citizenship ceremony and the time the employee will be away from work to attend the citizenship ceremony.

(3) Upon request by the **employer**, the employee **shall** provide evidence of the date of the citizenship ceremony. **Section 60J (1) to (3).**

Further details on the Labour Standards Code can be found at [Nslegislature.ca](https://www.nslegislature.ca).

NORTHWEST TERRITORIES

In the Northwest Territories, employment standards legislation does not explicitly provide leave for attending citizenship ceremonies. However, employees working in federally regulated sectors may be eligible for up to five days of personal leave under **Section 206.6 of the Canada Labour Code**, which includes attending a citizenship ceremony under the Citizenship Act (Canada). Employees with at least three months of continuous employment are entitled to three days of paid leave, while the remaining leave is unpaid. **Employers** may request documentation to support the leave.

Part III Standard Hours, Wages, Vacations, and Holidays

Personal Leave

Leave – Five Days

(1) Every employee is entitled to and **shall** be granted a leave of absence from employment of up to five days in every calendar year for:

- (b) carrying out responsibilities related to the health or care of any of their family members;
- (c) carrying out responsibilities related to the education of any of their family members who are under 18 years of age;
- (d) addressing any urgent matter concerning themselves or their family members;
- (e) attending their citizenship ceremony under the Citizenship Act; and
- (f) any other reason prescribed by regulation.

Leave with Pay

(2) If the employee has completed three consecutive months of continuous employment with the **employer**, the employee is entitled to the first three days of the leave with pay at their regular rate of wages for their normal hours of work, and such pay **shall** for all purposes be considered to be wages.

Division of Leave

(3) The leave of absence may be taken in one or more periods. The **employer** may require that each period of leave be of not less than one day's duration.

Documentation

(4) The **employer** may, in writing and no later than 15 days after an employee's return to work, request that the employee provide documentation to support the reasons for the leave. The employee **shall** provide that documentation only if it is reasonably practicable for them to obtain and provide it.

Regulations

(5) The Governor in Council may make regulations for the purposes of this section, including regulations:

- (a) setting out the other reasons for taking leave under paragraph (1)(f);
- (b) defining the expressions "regular rate of wages" and "normal hours of work"; and
- (c) specifying the persons who are the employee's family members. **Section 206.6 (1) to (5).**

Further details on the Canada Labour Code can be found at Justice.gc.ca.

NUNAVUT

In Nunavut, employees working in federally regulated sectors may take leave to attend a citizenship ceremony under the [Canada Labour Code, Part III, Section 206.6](#).

Employers are **required** to grant up to five days of personal leave per calendar year, which includes time off to attend citizenship ceremonies. If the employee has worked

for three consecutive months, the first three days of this leave **must** be paid at their regular wage. **Employers** may request documentation within 15 days of the employee's return, but only if reasonably practical to obtain. **Employers must** respect this right and ensure eligible workers are not penalized for fulfilling civic duties like attending a citizenship ceremony.

PART III – Standard Hours, Wages, Vacations, and Holidays

Personal Leave

Leave – Five Days

(1) Every employee is entitled to and **shall** be granted a leave of absence from employment of up to five days in every calendar year for:

- (a) [Repealed, 2021, c. 27, s. 6]
- (b) carrying out responsibilities related to the health or care of any of their family members;
- (c) carrying out responsibilities related to the education of any of their family members who are under 18 years of age;
- (d) addressing any urgent matter concerning themselves or their family members;
- (e) attending their citizenship ceremony under the Citizenship Act; and
- (f) any other reason prescribed by regulation.

Leave with Pay

(2) If the employee has completed three consecutive months of continuous employment with the **employer**, the employee is entitled to the first three days of the leave with pay at their regular rate of wages for their normal hours of work, and such pay **shall** for all purposes be considered to be wages.

Division of Leave

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Documentation

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Regulations

(5) The Governor in Council may make regulations for the purposes of this section, including regulations:

- (a) setting out the other reasons for taking leave under paragraph (1)(f);
- (b) defining the expressions "regular rate of wages" and "normal hours of work"; and
- (c) specifying the persons who are the employee's family members. **Section**

206.6(1) to (6).

Further details on the Canada Labour Code can be found at justice.gc.ca.

ONTARIO

In Ontario, the Employment Standards Act, 2000 does not specifically provide leave for attending citizenship ceremonies. However, employees in federally regulated sectors may be eligible for personal leave under **Section 206.6 of the Canada Labour Code**, which allows up to five days of leave per calendar year, including for attending a citizenship ceremony under the Citizenship Act (Canada). Employees with at least three months of continuous employment are entitled to three days of paid leave, while the remaining leave is unpaid. **Employers** may request documentation to support the leave.

Part III Standard Hours, Wages, Vacations, and Holidays

Personal Leave

Leave – Five Days

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- (b) carrying out responsibilities related to the health or care of any of their family members;
- (c) carrying out responsibilities related to the education of any of their family members who are under 18 years of age;
- (d) addressing any urgent matter concerning themselves or their family members;
- (e) attending their citizenship ceremony under the Citizenship Act; and
- (f) any other reason prescribed by regulation.

Leave with Pay

(2) If the employee has completed three consecutive months of continuous employment with the **employer**, the employee is entitled to the first three days of the leave with pay at their regular rate of wages for their normal hours of work, and such pay **shall** for all purposes be considered to be wages.

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Regulations

(5) The Governor in Council may make regulations for the purposes of this section, including regulations:

- (a) setting out the other reasons for taking leave under paragraph (1)(f);
- (b) defining the expressions “regular rate of wages” and “normal hours of work”; and
- (c) specifying the persons who are the employee’s family members. **Section 206.6 (1) to (5).**

Further details on the Canada Labour Code can be found at [Justice.gc.ca](https://www.justice.gc.ca).

PRINCE EDWARD ISLAND

In Prince Edward Island (PEI), the Employment Standards Act does not specifically provide leave for attending citizenship ceremonies. However, employees in federally regulated sectors may be eligible for personal leave under **Section 206.6** of the [Canada Labour Code](#), which grants up to five days of leave per calendar year, including for attending a citizenship ceremony under the Citizenship Act (Canada). Employees with at least three months of continuous employment are entitled to three days of paid leave, while the remaining leave is unpaid. **Employers** may request documentation to support the leave.

Part III Standard Hours, Wages, Vacations, and Holidays

Personal Leave

Leave – Five Days

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- (b) carrying out responsibilities related to the health or care of any of their family members;
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- (d) addressing any urgent matter concerning themselves or their family members;
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(2) If the employee has completed three consecutive months of continuous employment with the **employer**, the employee is entitled to the first three days of the leave with pay at their regular rate of wages for their normal hours of work, and such pay **shall** for all purposes be considered to be wages.

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Regulations

(5) The Governor in Council may make regulations for the purposes of this section, including regulations:

- (a) setting out the other reasons for taking leave under paragraph (1)(f);
- (b) defining the expressions "regular rate of wages" and "normal hours of work"; and
- (c) specifying the persons who are the employee's family members. **Section 206.6 (1) to (5).**

Further details on the Canada Labour Code can be found at [Justice.gc.ca](https://justice.gc.ca).

QUÉBEC

In Québec, **employers must** accommodate employees attending citizenship ceremonies under the [Act Respecting Labour Standards](#), **Section 81**, which allows employees to take a one-day leave without wage reduction for significant life events. Employees **must** inform their **employer** at least one week in advance if they intend to take such leave. **Employers** play a crucial role in supporting employees' participation in these meaningful occasions while ensuring compliance with labor standards.

Division V.1 – Family Or Parental Leave and Absences

An employee may be absent from work for one day without reduction of wages on the day of the employee's wedding or civil union.

An employee may also be absent from work, without pay, on the day of the wedding or civil union of the employee's child, brother, sister, father, mother, or of one of the employee's parents, or of a child of the employee's spouse.

The employee **must** advise the **employer** of such an absence not less than one week in advance. **Section 81**.

Further details on the [Act Respecting Labour Standards](#) can be found at [Gouv.qc.ca](https://gouv.qc.ca).

SASKATCHEWAN

In Saskatchewan, **employers** are **required** to provide leave for employees attending a citizenship ceremony under the [Saskatchewan Employment Act](#), **Section 2-59**, which entitles employees to one day of leave to receive their certificate of citizenship. **Employers must** ensure that employees can participate in this significant event without fear of job loss or penalties. Supporting employees in this process fosters inclusivity and acknowledges the importance of citizenship.

Part II – Employment Standards

Citizenship Ceremony Leave

An employee is entitled to a leave of one day to attend a citizenship ceremony to receive a certificate of citizenship. **Section 2-59.**

Further details on the Saskatchewan Employment Act can be found at Saskatchewan.ca.

YUKON TERRITORY

In Yukon, the Employment Standards Act does not explicitly provide leave for attending a citizenship ceremony; however, employees in federally regulated sectors may be eligible for personal leave under the [Canada Labour Code, Section 206.6](#). This provision allows employees to take up to five days of leave per year, which can include attending a citizenship ceremony under the Citizenship Act. **Employers must** recognize the importance of this milestone and ensure employees can attend without facing workplace repercussions.

Part III Standard Hours, Wages, Vacations, and Holidays

Personal Leave

Leave – Five Days

(1) Every employee is entitled to and **shall** be granted a leave of absence from employment of up to five days in every calendar year for:

- (b) carrying out responsibilities related to the health or care of any of their family members;
- (c) carrying out responsibilities related to the education of any of their family members who are under 18 years of age;
- (d) addressing any urgent matter concerning themselves or their family members;
- (e) attending their citizenship ceremony under the Citizenship Act; and
- (f) any other reason prescribed by regulation.

Leave with Pay

(2) If the employee has completed three consecutive months of continuous employment with the **employer**, the employee is entitled to the first three days of the leave with pay at their regular rate of wages for their normal hours of work, and such pay **shall** for all purposes be considered to be wages.

Division of Leave

(3) The leave of absence may be taken in one or more periods. The **employer** may require that each period of leave be of not less than one day's duration.

Documentation

(4) The **employer** may, in writing and no later than 15 days after an employee's return to work, request that the employee provide documentation to support the reasons for the leave. The employee **shall** provide that documentation only if it is reasonably practicable for them to obtain and provide it.

Regulations

(5) The Governor in Council may make regulations for the purposes of this section, including regulations:

- (a) setting out the other reasons for taking leave under paragraph (1)(f);
- (b) defining the expressions “regular rate of wages” and “normal hours of work”; and
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Further details on the Canada Labour Code can be found at Justice.gc.ca.