

Federal Leave & Compensation



- **Pay & Hours**
- **Leaves of Absence**
- **Vacation**
- **Statutory Holidays & Pay**

- **Pay & Hours**

Minimum Wage

\$18.15 per hour or minimum wage of province of employment, whichever is higher.

Standard Work Hours

8 hours per day and 40 hours per week, Sunday to Saturday, unless an averaging agreement or modified work schedule applies.

Sick Days

3 days' paid Medical Leave after 30 days' continuous service **plus** 1 additional paid day after each month of service up to 10 paid days per year, which carry forward to the next year as long as employee's total allotment of paid days for the year doesn't exceed 10

- **Leaves of Absence**

All leaves are unpaid unless specified otherwise:

27 weeks' **Medical Leave**

Paid Maternity Reassignment Leave while the employer considers the pregnant employee's request for reassignment or job modification

Unpaid Maternity Reassignment Leave for duration of risks indicated in the pregnant employee's medical certificate if a requested reassignment or job modification is not reasonably practicable

17 weeks' **Maternity Leave**

63 weeks' **Parental Leave**

8 weeks' **Stillbirth Pregnancy Loss Leave**, the first 3 days of which are paid for employees with 3 consecutive months' service, if pregnancy ends in a stillbirth

3 days' **Pregnancy Loss Leave**, which are paid, for employees with 3 consecutive months' service, if pregnancy ends for reasons other than a stillbirth

5 days' **Personal Leave**, the first 3 days of which are paid for employees with 3 consecutive months' service, to take care of family obligations or attend the employee's citizenship ceremony

10 days' **Family Violence Leave**, the first 5 days of which are paid for employees with 3 consecutive months' service, if the employee or their child is a victim of family violence

5 days' **Aboriginal Practices Leave** for Aboriginal employees with at least 3 months of continuous employment

28 weeks' **Compassionate Care Leave** to care for a family member with a serious medical condition carrying a significant risk of death

37 weeks' **Critical Illness Leave** to care for a **child** under age 18

17 weeks' **Critical Illness Leave** to care for an **adult** family member

24 months' **Reservist Leave** in a 60-month period, except in the event of a national emergency in which case no limit applies

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

156 weeks' **Child Death Leave** if employee's child dies as a probable result of a crime

10 days' **Bereavement Leave**, the first 3 days of which are paid for employees with 3 continuous months of service, for death of an immediate family member

8 weeks' **Child Death Bereavement Leave**, the first 3 days of which are paid for employees with 3 continuous months of service, for death of the employee's child or the child of the employee's spouse or common-law partner

Jury Duty Leave for as long as necessary for employee to participate in a judicial proceeding as a juror, witness or candidate for a juror position

• Vacation

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 consecutive years of employment with the same employer, payable at 6% of earnings
- 4 weeks' vacation with pay after 10 consecutive years of employment with the same employer, payable at 8% of earnings

• Statutory Holidays & Pay

Statutory Holidays

New Year's Day	Victoria Day	Labour Day	Thanksgiving Day	Christmas Day
Good Friday	Canada Day	National Day for Truth & Reconciliation	Remembrance Day	Boxing Day

Stat Holiday Pay

If worked: Time and a half for hours worked on the holiday **plus** at least 1/20 of the wages, excluding overtime pay, earned in 4-week period immediately before the week in which the general holiday occurs

If not worked: At least 1/20 of the wages, excluding overtime pay, earned in 4-week period immediately before the week in which the general holiday occurs