

# How much vacation pay and time am I entitled to?



The amount of vacation an employee is entitled to is governed by the firm's own policy, with a minimum amount prescribed under the employment standards legislation in each province.

In terms of vacation pay, many provinces calculate vacation pay from the first day an employee is working to the day they leave the company. Employers calculate **4%** (except in Saskatchewan where it is **6%**) of each pay cheque towards vacation pay, unless they wish to give the employees more.

Some provinces increase the minimum amount of vacation pay an employer is required to give after a certain period.

The table below shows the differences between provinces.

PROVINCES and TERRITORIES	Vacation Pay starts being accumulated:	Extension of Vacation Time	Extension of Vacation Pay	Increase in Vacation Pay % of gross earnings
British Columbia	After 5th day	After 5 years	3 weeks	To 6 %
Alberta	First day	After 5th year	3 weeks	To 6 %
Saskatchewan	First day	After 10th year	4 weeks	To 8 %
Manitoba	First day	After 5th year	3 weeks	To 6 %
Ontario	First day	No	No	No
Quebec	First day	After 5th Year	3 weeks	To 6 %
Newfoundland and Labrador	After 5th day	After 15 years	3 weeks	To 6 %
New Brunswick	First day	After 8 years	3 weeks	To 6 %
Nova Scotia	First day	After 8 years	3 weeks	To 6 %
PEI	First day	After 8 years	3 weeks	To 6 %
NWT	First day	After 5 years	3 weeks	To 6 %
Yukon	First day	No	No	No
Nunavut	First day	After 5 years	3 weeks	To 6 %