

HR Compliance Calendar 2026



Everything you need to know from upcoming deadlines, regulatory changes, enforcement events and stat holidays you need to prepare for this quarter. Although we update this information every month you can see your specific jurisdiction's information [here](#).

2026

January

Jan. 1–Nationwide–Employer EI premiums decrease 1 cent to \$2.28 per \$100.

Jan. 1–Nationwide–Employer EI premiums for Québec residents covered under QPIP increases to \$1.82 per \$100.

Jan. 1–Nationwide–New Year's Day statutory holiday.

Jan. 1–Nationwide–New EI, CPP, and Income Tax rates take effect.

Jan. 1–Québec–New QPP and QPIP rates take effect.

Jan. 1–Nationwide–New workers' compensation rates take effect.

Jan. 1–Nationwide–Deadline to comply with [new GHS 7 WHMIS rules](#).

Jan. 1–Alberta–Long-term illness and injury leave increases from 16 to 27 weeks per calendar year.

Jan. 1–Nova Scotia–Deadline to report OHS injuries decreases from 5 days to 2 days.

Jan. 1–Ontario–New [ESA requirements](#) for public job postings take effect.

Jan. 1–Ontario–New ESA anti-fraud rules for job posting platform operators take effect.

Jan. 1–Ontario–New [ESA requirements](#) to get back to job interviewees within 45 days take effect.

Jan. 1–Ontario–[New ESA Licensing Regulations](#) fee rules for temporary help agencies take effect.

Jan. 1–Ontario–New “As of Right” [regulations](#) for certification of professionals from other provinces take effect.

Jan. 1–Federal–New paid and unpaid [bereavement leave entitlements](#) take effect.

Jan. 1–Federal–New free trade and labour mobility [regulations](#) take effect.

Jan. 1–Saskatchewan–New employment standards laws on group termination, withholding of tips, calculating hours worked, and requiring doctors’ notes to verify leave take effect.

Jan. 9–Newfoundland–Deadline to complete Food Fishery [online survey](#).

Jan. 11–Northwest Territories–End of [public consultations](#) on [proposed changes](#) to *Public Service Act*.

Jan. 19–Ontario–Deadline to comment on MOL apprenticeship training for government infrastructure projects [proposal](#).

Jan. 31–PEI–Deadline to complete government [survey](#) on proposed changes to US export practices.

February

Feb. 1–Alberta–End of Alberta Public Service Interim Hybrid Work Policy.

Feb. 2–Alberta– [Revised](#) Labour Relations Board OHS appeals rules take effect.

Feb. 2–Ontario–Deadline to comment on [proposed](#) ESA wage protections for construction workers.

Feb. 4–New Brunswick–Deadline to comment on [proposed revisions](#) to workers’ compensation coverage rules.

Feb. 9–Ontario–Deadline [to comment](#) on proposed cyber security regulations for public contracts.

Feb. 11–Nationwide–Deadline to comment on Competition Bureau [Merger Enforcement Guidelines](#).

Feb. 13–Nationwide–Deadline to apply for [Workplace Opportunities: Removing Barriers to Equity](#) and [Workplace Harassment and Violence Prevention Fund](#) funding.

Feb. 16–AB, BC, NB, ON, SK–Family Day statutory holiday.

Feb. 16–Manitoba–Louis Riel Day statutory holiday.

Feb. 16–Nova Scotia–Heritage Day statutory holiday.

Feb. 16–Prince Edward Island–Islander Day statutory holiday.

Feb. 23–Newfoundland–Deadline [to apply](#) for Resilient Agricultural Landscape Program funding.

Feb. 27–Nationwide–Deadline to [comment](#) on state of competition for small business finance.

Feb. 28–Alberta–Workers’ compensation filing deadline.

Feb. 28–British Columbia*–Workers’ compensation filing deadline.

Feb. 28–Manitoba–Workers’ compensation filing deadline.

Feb. 28–New Brunswick–Workers’ compensation filing deadline.

Feb. 28–Newfoundland–Workers’ compensation filing deadline.

Feb. 28–Nunavut–Workers’ compensation filing deadline.

Feb. 28–PEI–Workers’ compensation filing deadline.

Feb. 28–Saskatchewan–Workers’ compensation filing deadline.

Feb. 28–Yukon–Workers’ compensation filing deadline.

March

Mar. 2–Ontario–Deadline to comment on new “Buy Ontario” public procurement [regulations](#).

Mar. 12–Nationwide–Deadline to [apply](#) for federal Enabling Accessibility Fund grants.

Mar. 15–British Columbia*–Workers’ compensation filing deadline.

Mar. 17–Newfoundland–St. Patrick’s Day statutory holiday.

Mar. 15–Québec–Workers’ compensation filing deadline.

Mar. 31–British Columbia*–Workers’ compensation filing deadline.

Mar. 31–Nova Scotia–Workers’ compensation filing deadline.

Mar. 31–Ontario–Workers’ compensation filing deadline for Schedule 1 employers.

Mar. 31–Northwest Territories–Deadline [to apply](#) for Electric Vehicle Infrastructure Program funding for EV charging stations installation.

April

April 1–Nova Scotia–Minimum wage increases 25 cents to \$16.75 per hour.

April 1–New Brunswick–*Days of Rest Act* [exemption](#) for “in-house brewery licensees” ends.

April 3–Nationwide except Québec–Good Friday statutory holiday.

April 6–Québec–Easter Monday statutory holiday.

April 11–Nationwide–Expiration of [temporary EI employment benefit relief measures](#).

April 23–Newfoundland–St. George’s Day statutory holiday.

May

May 18–Federal/Alberta/British Columbia/Newfoundland/Nova Scotia/Northwest Territories/Nunavut/Ontario/Saskatchewan/Yukon–Victoria Day statutory holiday.

May 18–Québec–National Patriots Day statutory holiday.

June

June 1–Alberta–Deadline to comply with driver experience records [rules](#) for commercial carrier Class 1 tractor-trailers.

June 22–Northwest Territories/Yukon–National Indigenous Peoples Day statutory holiday.

June 22–Québec–St. Jean Baptiste Day statutory holiday.

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Notes:

*In British Columbia, workers' compensation filing deadlines are staggered among Feb. 28, March 15, and March 31 based on the final 2 digits of the employer's account number.