

Manitoba Leave & Compensation



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

Minimum Wage

\$16.00 per hour

Separate Minimum Wages

Skilled Tradesperson Trainee 1 (<1,200 cumulative hours worked in trade): Depends on trade. Skilled Tradesperson Trainee 2 (1,200 to 2,399 cumulative hours worked in trade): Depends on trade. Skilled Tradesperson Trainee 3 (2,400 or more cumulative hours worked in trade): Depends on trade.

Standard Work Hours

8 hours per day and 40 hours per week, unless an averaging permit applies.

Sick Days

3 unpaid days' Family Responsibility Leave for employees with at least 30 days of employment.

• Workers' Compensation

Average Workers' Comp Assessment Rate 2026

\$0.95 per \$100 assessable payroll

Workers' Comp Maximum Assessable/Insurable Earnings 2026

\$171,500

• Leaves of Absence

All leaves are unpaid unless specified otherwise

5 days' **Bereavement Leave** for death of a family member **plus** days' Bereavement Leave to deal with the loss of a pregnancy.

17 weeks' **Maternity Leave**

63 weeks' **Parental Leave**

27 weeks' **Long-Term Illness** or **Injury Leave** for employees with at least 90 days' employment who must miss work for at least 2 weeks due to an injury or illness

28 weeks' **Compassionate Care Leave** to support a critically ill family member

10 days' **plus** 17 consecutive weeks' **Interpersonal Violence Leave**, the first 5 days of which are paid for employees with at least 90 days' service, if the employee or their dependent is impacted by interpersonal violence

Critical Illness Leave

- 37 weeks' to care for a child family member under age 18
- 17 weeks' to care for a critically ill adult family member

Reservist Leave for reservists with at least 3 months' consecutive employment for as long as the employee needs to be away from work to fulfill their reservist duties

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

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

13 weeks' **Organ Donation Leave** to donate an organ or tissue to another person

4 hours' **Citizenship Ceremony Leave** for employees to attend their Canadian citizenship ceremony

• Vacation

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

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

• Statutory Holidays & Pay

Statutory Holidays

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

Stat Holiday Pay Eligibility

All employees qualify for stat holiday pay unless they: i. Are scheduled to work on a general holiday, but are absent without the employer's permission; or ii. Are absent without the employer's permission from their last scheduled workday before the holiday, or their first scheduled workday after the holiday.

Stat Holiday Pay

If worked: Time and a half for hours worked on the holiday **plus** a regular day's pay

If not worked: A regular day's pay