

# Manitoba Leave & Compensation



All you need to know about employee's leave, compensation, statutory holidays, vacation and other entitlements under the Manitoba *Employment Standards Code*

**Sick Days:** 3 unpaid days' Family Responsibility Leave for employees with at least 30 days of employment

**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
- 37 weeks' Critical Illness Leave to care for a child family member under age 18
- 17 weeks' Critical Illness Leave 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:** New Year's Day, Louis Riel Day, Good Friday, Victoria Day, Canada Day, Labour Day, National Day for Truth & Reconciliation, Thanksgiving Day and 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

**COMPENSATION:**

**Minimum Wage:** \$16.00 per hour

**Standard Work Hours:** 8 hours per day and 40 hours per week, unless an averaging permit applies

**Workers' Compensation:**

**Average Workers' Comp Assessment Rate 2025:** \$0.95 per \$100 assessable payroll (2026 rate TBA)

**Workers' Comp Maximum Assessable/Insurable Earnings 2025:** \$167,050 (2026 Maximum TBA)