Minimum Vacation Entitlements – Know The Laws of Your Province



Quebec and Saskatchewan's vacation entitlements are the most generous; the Maritime Provinces are the least generous

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In the Canadian workplace, vacations aren't just a source of leisure but employment income. That's because employment standards laws require employers to provide employees vacation pay based on their years of employment. Seen from the prospective of new employees, Québec and Saskatchewan are the most generous since you can accrue the most vacation entitlement and pay in the least amount of time. By contrast, employees in the Maritimes need 7 or more years to get their maximum entitlement. Here are the current minimum entitlements in each jurisdiction.

Minimum Vacation & Vacation Pay Entitlements Across Canada

FEDERAL

Vacation Pay	4% after 1 year 6% after 5 years 8% after 10 years
Vacation Entitlements	2 weeks after 1 year 3 weeks after 5 years 4 weeks after 10 years

ALBERTA

Vacation Pay	4% for first 4 years 6% after 5 years
Vacation Entitlements	2 weeks after 1 year 3 weeks after 5 years

BRITISH COLUMBIA

Vacation Pay	4% for first 5 years 6% after 5 years
Vacation Entitlements	2 weeks after 1 year 3 weeks after 5 years

MANITOBA

Vacation Pay	4% for first 4 years 6% after 5 years
Vacation Entitlements	2 weeks after 1 year 3 weeks after 5 years

NEW BRUNSWICK

Vacation Pay	4% for less than 8 years 6% after 8 years
Vacation Entitlements	Less than 8 years: 2 regular weeks or 1 day for each calendar month worked More than 8 years: 1 ¼ day/month worked or 3 weeks

NEWFOUNDLAND

Vacation Pay	4% for less than 15 years 6% after 15 years
Vacation Entitlements	2 weeks for less than 15 years 3 weeks after 15 years

NOVA SCOTIA

Vacation Pay	4% for first 7 years 6% starting on 8th year
Vacation Entitlements	2 weeks after 12 months 3 weeks after 8 years

ONTARIO

Vacation Pay	4% for less than 5 years 6% after 5 years
Vacation Entitlements	2 weeks after 12 months 3 weeks after 5 years

PRINCE EDWARD ISLAND

Vacation Pay	4% for less than 8 years 6% after 8 years
Vacation Entitlements	2 weeks after 1 year 3 weeks after 8 years

QUÉBEC

Vacation Pay	4% for less than 3 years 6% after 3 years
Vacation Entitlements	Less than 1 year: 1 day per month not exceeding 2 weeks 1 to less than 3 years: 2 uninterrupted weeks 3 years and over: 3 uninterrupted weeks

SASKATCHEWAN

Vacation Pay	3/52 (5.77%) for first 9 years 4/52 (7.69%) after 10 years
Vacation Entitlements	3 weeks after 1 year 4 weeks after 10 years

NORTHWEST TERRITORIES

Vacation Pay	4% for first 5 years 6% after 5 years
Vacation Entitlements	2 weeks after 1 year 3 weeks after 6 years

NUNAVUT

Vacation Pay	4% for first 5 years 6% after 5 years

Vacation Entitlements	2 weeks after 1 year 3 weeks after 6 years

YUKON

Vacation Pay	4%
Vacation Entitlements	2 weeks after 1 year