

New Brunswick Leave & Compensation



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

Sick Days: 5 days' unpaid Sick Leave for employees with at least 90 days of employment with same employer

Leaves of Absence (all leaves are unpaid unless specified otherwise):

- 17 weeks' Maternity Leave
- 62 consecutive weeks' Child-Care Leave
- 3 days' Family Responsibility Leave to help with the care, health or education of a family member
- 28 weeks' Compassionate Care Leave to care for a person in a close family relationship who's critically ill and at significant risk of dying
- 10 days', the first 5 days of which are paid for employees with at least 90 days of employment **plus** 15 weeks' Domestic, Intimate Partner or Sexual Violence Leave, if the employee or their child is a victim of domestic, intimate partner or sexual violence
- 37 weeks' Critically Ill Child Leave to care for a critically ill child under age 18
- 16 weeks' Critically Ill Adult Leave to care for a critically ill adult age 18 or older
- 24 months' Reservist Leave in a 60-month period for a reservist in the Canadian Forces, except for a national emergency, in which case no limit applies
- 37 weeks' Child Death or Disappearance Leave if employee's child disappears or dies as a probable result of a crime
- 5 consecutive days' Bereavement Leave for the death of a person in a close family relationship
- Court Leave for as long as necessary for employees who are summoned or selected to serve on a jury or act as a witness in a court proceeding

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

- An employee with less than 8 years of service is entitled to vacation pay equal to 4% of their gross wages (before deductions) and a vacation of whichever is less:
- at least one day for each month worked

OR

- at least 2 weeks of vacation per year
- An employee with more than 8 years of service with an employer is entitled to receive vacation pay of 6% of their gross wages (before deductions) and whichever is less:
- at least one and one-quarter day for each month worked

OR

- at least 3 weeks of vacation per year

Statutory Holidays: New Year's Day, Family Day, Good Friday, Canada Day, New Brunswick Day, Labour Day, Remembrance Day, Christmas Day

Stat Holiday Pay Eligibility: Employees qualify for paid stat holiday if they:

- Have been employed for at least 90 calendar days (not only workdays) during the 12 months before the public holiday
- Have worked their regular scheduled day before and after the holiday, unless there's a good reason for not doing so (most reasons related to illness are considered acceptable)
- If they agreed to work on the public holiday, report for and work their scheduled shift, unless there's a good reason for not doing so

Stat Holiday Pay:

(If worked): Time and a half for hours worked on the holiday for up to 12 hours **plus** double wages for time worked beyond 12 hours on the holiday **plus** an average day's pay

(If not worked): Average day's pay

COMPENSATION:

Minimum Wage: \$15.65 per hour

Standard Work Hours: 8 hours per day and 40 hours per week, Sunday to Saturday, unless an averaging agreement or variance applies

WORKERS' COMPENSATION

Average Workers' Comp Assessment Rate 2026: \$1.10 per \$100 assessable payroll

Workers' Comp Maximum Assessable/Insurable Earnings 2026: \$85,800