

New Brunswick Leave & Compensation



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

Minimum Wage

\$15.90 per hour

Separate Minimum Wages

[Alternate rates](#) for construction workers, camp leaders and workers whose hours can't be verified

Standard Work Hours

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

Sick Days

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

employer

• **Workers' Compensation**

Average Workers' Comp Assessment Rate 2026

\$1.10 per \$100 assessable payroll

Workers' Comp Maximum Assessable/Insurable Earnings 2026

\$85,800

• **Leaves of Absence**

SASAll 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 & Pay

Statutory Holidays

New Year's Day	Canada Day	Remembrance Day
Family Day	New Brunswick Day	Christmas Day
Good Friday	Labour 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