

# Newfoundland & Labrador Leave & Compensation



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

**Sick Days:** 7 days' unpaid Sick or Family Responsibility Leave for employees who've worked for the same employer for a continuous period of at least 30 days

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

- 17 weeks' Pregnancy Leave
- 61 weeks' Parental Leave
- 3 days' Bereavement Leave, the first day of which is paid for employees employed by same employer for at least 30 days, for death of a family member
- 28 weeks' Compassionate Care Leave to care for designated family members of either the employee's family or their spouses or co-habiting partner's family
- 37 weeks' Critically Ill Child Leave to care for a critically ill child family member under age 18
- 17 weeks' Critically Ill Adult Leave to care for a critically ill adult family member
- 10 days' Family Violence Leave, the first 3 days of which are paid for employees with at least 30 days of employment, if the employee or their child or somebody they act as a caregiver is a victim of family violence
- 24 months' Reservist Leave in a 60-month period for a reservist in the Canadian Forces
- 52 weeks' Crime-Related Child Disappearance Leave if employee's child disappears as a probable result of a crime
- 104 weeks' Crime-Related Child Death Leave if employee's child dies as a probable result of a crime
- Communicable Disease Emergency Leave for as long as necessary
- 27 weeks' Long-Term Illness, Long-Term Injury and Organ Donation Leave

**Vacation:** Employee must have been employed with the employer for at least 12 continuous months and worked at least 90% of the available working hours:

- Employee with less than 15 years of continuous service with the same employer gets 2 weeks' vacation time per year paid at 4%

of vacationable earnings

- An employee with 15 or more years of continuous service with the same employer, gets 3 weeks' vacation time per year paid at 6% of vacationable earnings

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

**Stat Holiday Pay Entitlement:** Employees qualify for stat holiday pay unless:

- The public holiday occurs within 30 days following the beginning of the employee's employment with the employer; or
- Where the employee fails, without just cause or without the consent of the employer, to comply with the contract of service on the regular work day immediately preceding, and the regular work day immediately succeeding, the public holiday, or either of those work days

**Stat Holiday Pay Amount:**

- (If worked): Double wages for the hours worked on the holiday or an additional day off with pay within 30 days or an additional vacation day
- (If required to work less hours on a paid public holiday than employee would normally work): Regular rate of pay for the actual hours worked plus a regular day's pay
- (If not worked): Average day's pay

**PAY:**

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

**Standard Work Hours:** 40 hours per week

**WORKERS' COMPENSATION:**

**Average Workers' Comp Assessment Rate 2026:** \$1.73 per \$100 assessable payroll

**Workers' Comp Maximum Assessable/Insurable Earnings 2026:** \$80,935