

Newfoundland & Labrador Leave & Compensation



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

- **Pay & Hours**

Minimum Wage

\$16.35 per hour

Standard Work Hours

40 hours per week

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

Workers' Compensation

Average Workers' Comp Assessment Rate 2026

\$1.73 per \$100 assessable payroll

Workers' Comp Maximum Assessable/Insurable Earnings 2026

\$80,935

• 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

17weeks' **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

Vacation

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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 & Pay

Statutory Holidays

Statutory Holidays

New Year's Day	Labour Day
Good Friday	Remembrance Day
Canada 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
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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