

Northwest Territories Leave & Compensation



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

Sick Days: 5 days' unpaid Sick Leave for employees who've been employed by same employer for at least 30 days

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

- 17 weeks' Pregnancy Leave
- 61 weeks' Parental Leave
- 3 to 7 days', depending on where employee lives, Bereavement Leave for death of a family member
- 27 weeks' Compassionate Leave to care for a family member suffering from a serious medical condition, with a significant risk of death
- 37 weeks' Family Caregiver Leave to care for a critically ill child family member
- 17 weeks' Family Caregiver Leave to care for a critically ill adult family member
- 10 days' **plus** 15 consecutive weeks' Family Violence Leave, the first 5 days of which must be paid if the employee has at least 3 months' employment (1 month of employment required for unpaid leave)
- Reservist Leave for as long as necessary to perform reservist duties
- Emergency Leave for as long as necessary as employees can't work due to a declared emergency
- Court Leave for as long as necessary for employee to attend jury selection, serve on a jury or answer a summons to be a witness

Vacation: Employee must work 1 full year to be entitled to vacation time

- Entitled to 2 weeks of vacation after each of the first 5 years of employment and must be paid at least 4% of vacationable earnings
- Entitled to 3 weeks of vacation after 6 consecutive years of employment and paid at least 6% of vacationable earnings.

Statutory Holidays: New Year's Day, Good Friday, Victoria Day, National Indigenous Peoples Day, Canada Day, First Monday of August, Labour Day, National Day for Truth & Reconciliation, Thanksgiving Day, Remembrance Day, Christmas Day

Stat Holiday Pay Entitlement: To be eligible for stat holiday pay, employee must:

- Work for the same employer at least 30 days in the 12 months before the holiday
- Work on the statutory holiday if called to work
- Work the last scheduled shift before the holiday and the next scheduled shift after the holiday

Stat Holiday Pay Amount:

(If worked): Overtime for the hours worked on the holiday **plus** an average day's pay or another day off with pay

(If not worked): Average day's pay

PAY:

Minimum Wage: \$16.95 per hour

Standard Work Hours: 8 hours per day, 40 hours per week

WORKERS' COMPENSATION:

Average Workers' Comp Assessment Rate 2026: \$2.40 per \$100 assessable payroll

Workers' Comp Maximum Assessable/Insurable Earnings 2026: \$116,000