

Nunavut Leave & Compensation



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

Minimum Wage

\$19.75 per hour

Standard Work Hours

8 hours per day, 40 hours per week

Sick Days

Not provided for under LSA

- **Workers' Compensation**

Average Workers' Comp Assessment Rate 2026

\$2.40 per \$100 assessable payroll

Workers' Comp Maximum Assessable/Insurable Earnings 2026

\$117,300

• Leaves of Absence

All leaves are unpaid unless specified otherwise:

17 weeks' **Pregnancy Leave**

37 weeks' **Parental Leave**

28 weeks' **Compassionate Care Leave** to care for a family member suffering from a serious medical condition if medical professional certifies could die within 26 weeks

Reservist Leave for as long as necessary to perform reservist duties

Public Emergency Leave for as long as necessary as employees can't work due to a declared emergency

Note: Nunavut has passed but not yet proclaimed effective Family Abuse Leave of 10 days, the first 5 of which must be paid for employees with at least 3 months' continuous employment plus 15 weeks' unpaid (employees would need only 1 month's continuous employment to qualify for unpaid Family Abuse Leave)

• Vacation

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 must be paid at least 6% of vacationable earnings

• Statutory Holidays & Pay

Statutory Holidays

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| New Year's Day | Canada Day | Labour Day | Remembrance Day |
| Good Friday | Nunavut Day | National Day for Truth & Reconciliation | Christmas Day |

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| Victoria Day | First Monday in August | Thanksgiving Day |
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Stat Holiday Pay Entitlement

To be eligible for stat holiday pay, employee must:

- Work for the same employer at least 30 total days in the 12 months before the holiday
- Work on the statutory holiday if called to work
- Work the last scheduled shift before or after the holiday
- Not be on pregnancy or parental leave

Stat Holiday Pay Amount

If worked: Time and a half for the hours worked on the holiday **plus** a regular day's pay or another day off with pay

If not worked: Regular day's pay