

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: New Year's Day, Good Friday, Victoria Day, Canada Day, Nunavut Day, First Monday in 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 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