

# Ontario Leave & Compensation



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

**Minimum Wage:** General Minimum Wage: \$17.60 per hour

**Separate Minimum Wages:**

Students under 18: \$16.60 per hour.

Hunting & fishing guides: \$88.05 per day (< 5 consecutive hours in a day).

Hunting & fishing guides: \$176.15 per day (5 or more hours in a day, whether or not consecutive).

Homeworkers: \$19.35 per hour.

**Standard Work Hours:** Weekly Overtime – All hours worked over 44 hours in a week.

**Sick Days:** 3 days a year for sick leave if employee has worked for employer for at least 2 consecutive weeks

## • Workers' Compensation

**Average Workers Comp Assessment Rate 2026:** \$1.23 per \$100

**Workers' Comp Maximum Assessable/Insurable Earnings 2026:** Not yet announced (\$117,000 in 2025)

## • Leaves of Absence

**(all leaves are unpaid unless specified otherwise):**

- 17 weeks' pregnancy leave
- 63 weeks' parental leave (61 weeks for mothers who also take pregnancy leave)
- 104 weeks' child death leave
- 104 weeks' crime-related child disappearance leave
- 37 weeks' critically ill child leave
- 17 weeks' critically ill adult leave, declared emergency leave for as long as the declared emergency lasts
- 8 weeks' family caregiver leave
- 17 weeks' family medical leave to care for an adult
- 37 weeks' family medical leave to care for a minor child, infectious disease emergency leave for as long as the declared emergency lasts
- 13 weeks' organ donor's leave, reservist leave for as long as necessary for employee to perform military reservist duties

## • Vacation

**Vacation:**

- Must work 12 months before entitled to vacation time.
- Entitled to 2 weeks of vacation after each of the first year of employment and must be paid at least 4% of vacationable earnings.
- After 5 years of employment, entitlement is 3 weeks with 6% vacationable earnings.

## • Statutory Holidays & Pay

**Statutory Holidays:**

New Year's Day, Family Day, Good Friday, Victoria Day, Canada Day, Labour Day, Thanksgiving Day, Christmas Day and Boxing Day.\*Easter Monday is for government employees only.

**Statutory Holiday Pay:**

Regular wages earned by the employee in the 4 work weeks before the work week with the public holiday plus all of the vacation pay payable to the employee for the 4 work weeks before the work week with the public holiday, divided

