

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

\$121,700

• 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	Victoria Day	Thanksgiving Day
Family Day	Canada Day	Christmas Day
Good Friday	Labour Day	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 by 20