

Ontario Leave & Compensation



Sick Days:

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

Other Short-Term Leaves:

2 days' bereavement leave, 3 days' family responsibility leave, 10 days' domestic or sexual violence leave

Long-Term Leaves:

- 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:

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:

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 by 20

Pay:

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

Hours:

Weekly Overtime – All hours worked over 44 hours in a week.

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)