

# Prince Edward Island Leave & Compensation



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

## **Minimum Wage**

\$17.00 per hour

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## **Standard Work Hours**

48 hours per week

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## **Sick Days**

3 days' unpaid Sick Leave for employees with at least 3 months' continuous service **plus paid** sick leave of:

- 1 day after 12 months of continuous employment
- 2 days after 24 months of continuous employment
- 3 days after 36 months of continuous employment

## • Workers' Compensation

### Average Workers' Comp Assessment Rate 2026

\$1.28 per \$100 assessable payroll

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### Workers' Comp Maximum Assessable/Insurable Earnings 2026

\$89,300

## • Leaves of Absence

### All leaves are unpaid unless specified otherwise:

3 days' **Family Leave** to meet family responsibilities for employees with at least 6 months' continuous service

17 weeks' **Maternity Leave**

62 weeks' **Parental or Adoption Leave**

3 days' **Bereavement Leave** for death of an **extended family member**

3 days' **Bereavement leave** for an **employee who experiences a prenatal pregnancy loss or stillbirth**

28 weeks' **Compassionate Care Leave** to care for designated family members diagnosed with a serious medical condition carrying a significant risk of death within 28 weeks

37 weeks' **Critically Ill Child Leave** to care for a critically ill child family member under age 18 whose life is at risk

10 days' **Domestic, Intimate Partner or Sexual Violence Leave**, the first 3 days of which must be paid, for employees with at least 3 months' continuous employment

**Reservist Leave** for as long as necessary for an employee to perform reservist duties

52 weeks' **Crime-Related Child Disappearance Leave** if employee's child (under age 18) disappears as a probable result of a crime

104 weeks' **Crime-Related Child Death Leave** if employee's child (under age 18) dies as a probable result of a crime

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

**Court Leave** for as long as necessary if an employee is summoned or selected to serve on a jury or required to attend as a witness at a hearing, application or proceeding

# 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 7 years of employment and must be paid at least 4% of vacationable earnings
- Entitled to 3 weeks of vacation after 8 consecutive years of employment and must be paid at least 6% of vacationable earnings

## • Statutory Holidays & Pay

### Statutory Holidays

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

### Stat Holiday Pay Entitlement

To be eligible for stat holiday pay, employee must:

- Be employed for/with the same employer for 30 calendar days before the holiday
- Have earned pay on at least 15 of the 30 calendar days before the holiday
- Have worked their last scheduled shift before the holiday and their first scheduled shift after the holiday

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### 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 paid day off before the employee's next paid vacation

If not worked: Regular day's pay

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