

Prince Edward Island Leave & Compensation



All you need to know about employee's leave, compensation, statutory holidays, vacation and other entitlements under the Prince Edward Island *Employment Standards Act*

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

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: 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: New Years Day, Islander Day, Good Friday, Canada Day, Labour Day, National Day for Truth & Reconciliation, Remembrance Day, Christmas Day

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

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

PAY:

Minimum Wage: \$16.50 per hour, scheduled to increase to \$17.00 on April 1, 2026

Standard Work Hours: 48 hours per week

WORKERS' COMPENSATION:

Average Workers' Comp Assessment Rate 2026: \$1.28 per \$100 assessable payroll

Workers' Comp Maximum Assessable/Insurable Earnings 2026: \$89,300