

Québec Leave & Compensation



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

Minimum Wage: \$16.60 per hour

Separate Minimum Wages

Tip Earners: \$13.30 per hour.

Raspberry pickers: \$4.93 per kilogram.

Strawberry pickers: \$1.32 per kilogram.

Standard Work Hours

40 hours per week

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

\$1.54 per \$100 assessable payroll

Workers' Comp Maximum Assessable/Insurable Earnings 2026

\$103,000

• **Leaves of Absence**

All leaves are unpaid unless specified otherwise:

10 days' **Parental or Family Obligations Leave** to meet family responsibilities for employees with at least 6 months' continuous service, the first 2 days of which must be paid if the employee has been employed for at least 3 months

Long-term Parental or Family Obligations Leaves of:

- 16 weeks to care for a family member or other person for whom the employee acts as a caregiver who's had a serious accident or illness
- 27 weeks if the seriously ill person suffers from a life-threatening illness
- 36 weeks if an employee's minor child is seriously ill or involved in a serious accident

18 weeks' **Maternity Leave**

5 consecutive weeks' **Paternity Leave**

5 days', the first 2 of which must be paid, for both parents for:

- the birth of a child, including one born as a result of a surrogate mother
- adopting a child
- a miscarriage or other termination of pregnancy that occurs from the 20th week of pregnancy or later

65 weeks' **Parental Leave**

3 weeks' **Pregnancy Termination Leave** if pregnancy terminates before 20th week or 20 weeks if pregnancy terminates after 20th week

1 day **Wedding or Civil Union Leave**

5 days' **Death or Funeral Leave**, the first 2 of which must be paid

104 weeks' **Suicide Leave** for the suicide of an employee's spouse or

partner, parent or adult child

104 weeks' **Child Disappearance Leave** for the disappearance of an employee's minor child

24 months' **Reservist Leave** over 60-month period

26 weeks' **Organ or Tissue Donation leave**

104 weeks' **Crime Victim's Leave** if the employee or their spouse or child is the victim of a crime

26 weeks' **Domestic or Sexual Violence Leave**, the first 2 days of which must be paid if the employee has at least 3 months' continuous employment

Public Health or Civic Emergency Leave for as long as necessary as employees can't work due to a declared emergency

• **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 4 years of employment and must be paid at least 4% of vacationable earnings
- Entitled to 3 weeks of vacation after 5 consecutive years of employment and must be paid at least 6% of vacationable earnings

• **Statutory Holidays & Pay**

Statutory Holidays

New Year's Day	National Holiday	Thanksgiving Day
Good Friday or Easter Monday	Canada Day	Christmas Day
National Patriots' Day	Labour Day	

Stat Holiday Pay Entitlement

To be eligible for stat holiday pay, employee must not be absent from work without a valid reason, or without the employer's authorization, before or after the holiday.

Stat Holiday Pay Amount

If worked: Paid compensatory leave which must be taken within the 3 weeks before or after the public holiday **or** 1/20 of the wages earned by the worker during the 4 full

pay periods before the week of the holiday.

If not worked: $\frac{1}{20}$ of the wages earned by the worker during the 4 full pay periods before the week of the holiday.