

# Saskatchewan Leave & Compensation



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

**Sick Days:** 12 days' unpaid Personal Illness or Injury Leave for non-serious illness or injury for employees with more than 13 consecutive weeks' service

**Leaves of Absence (all leaves are unpaid unless specified otherwise) (employees must have at least 13 consecutive weeks' service to be eligible for most leaves):**

- 12 weeks' Personal Illness or Injury Leave for serious illness or injury that's not work-related
- 26 weeks' Personal Illness or Injury Leave for work-related illness or injury for which employee is receiving workers' comp benefits
- 19 weeks' Maternity Leave
- 19 weeks' Adoption Leave
- 59 weeks' Parental Leave
- 5 days' Bereavement Leave for death of an immediate family member
- 28 weeks' Compassionate Care Leave to support and care for a family member who's gravely ill and at significant risk of death within 26 weeks
- 17 weeks' Critically Ill Adult Leave to care for a critically ill adult family member
- 37 weeks' Critically Ill Child Leave to care for a critically ill child family member
- 26 weeks' Organ Donation Leave to undergo surgery to donate all or part of an organ
- 10 days' Interpersonal Violence Leave, the first 5 days of which are paid if an employee or their child is a victim of interpersonal violence
- Reservist Leave for as long as necessary for an employee to perform reservist duties
- 104 weeks' Crime-Related Child Death or Disappearance Leave if employee's child dies or disappears as a result of a crime
- Nomination/Election and Candidate/Public Office Leave for reasonable period for nomination or, if elected, the length of the term of office
- 1 day Citizenship Ceremony Leave for employee's own Canadian citizenship ceremony
- Public Health Emergency Leave for as long as necessary as employees can't work due to a chief medical health officer of Saskatchewan order requiring individuals to take measures to reduce or prevent the spread of disease, including isolation from others

**Vacation:** Employee must work 1 full year to be entitled to vacation time

- Entitled to 3 weeks of vacation after each of the first 9 years of employment and must be paid at least 3/52 (5.77%) of vacationable earnings
- Entitled to 4 weeks of vacation after 10 consecutive years of employment and must be paid at least 4/52 (7.69%) of vacationable earnings

**Statutory Holidays:** New Year's Day, Family Day, Good Friday, Victoria Day, Canada Day, Saskatchewan Day, Labour Day, Thanksgiving Day, Remembrance Day, Christmas Day

**Stat Holiday Pay:**

(If worked): Time and a half for the hours worked on the holiday **plus** 5% of an employee's wages in the 28 days (4 weeks) before the public holiday

(If not worked): 5% of an employee's wages in the 28 days (4 weeks) before the public holiday

**PAY:**

**Minimum Wage:** \$15.35 per hour

**Standard Work Hours:** 40 hours per week

**WORKERS' COMPENSATION:**

**Average Workers' Comp Assessment Rate 2026:** \$1.22 per \$100 assessable payroll

**Workers' Comp Maximum Assessable/Insurable Earnings 2026:** \$117,300