

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