Saskatchewan Leave & Compensation



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

- **Pay & Hours**

Minimum Wage

$15.35 per hour

Standard Work Hours

40 hours per week

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

- **Workers' Compensation**

Average Workers’ Comp Assessment Rate 2026

$1.22 per $100 assessable payroll

Workers’ Comp Maximum Assessable/Insurable Earnings 2026

$107,599

- **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**

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 & Pay**

Statutory Holidays

New Year's Day	Victoria Day	Labour Day	Christmas Day
Family Day	Canada Day	Thanksgiving Day	
Good Friday	Saskatchewan Day	Remembrance 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