

Vacation Pay Calculation Requirements



The due dates by which vacations must start and vacation dollars be paid after the end of each vacation entitlement year in each part of Canada:

JURISDICTION	VACATION TIME MUST START OR END	NO LATER THAN AFTER VACATION ENTITLEMENT YEAR-END	VACATION MUST BE PAID
Federal	Start	10 months	<ul style="list-style-type: none"> • 1 to 14 days before the start of any vacation time; or • On the regular pay day during or immediately after the vacation time
BC	End	12 months	<ul style="list-style-type: none"> • At least 7 days before the vacation time starts
Alberta	Start	12 months	<ul style="list-style-type: none"> • No later than the 1st regularly scheduled pay day after the vacation time starts; or • At an employee's request, at least 1 day before the vacation time starts
Saskatchewan	End	12 months	<ul style="list-style-type: none"> • 1 to 14 days before the start of any vacation time
Manitoba	Start	10 months	<ul style="list-style-type: none"> • At least 1 working day before any vacation time starts
Ontario	End	10 months	<ul style="list-style-type: none"> • In a lump sum before the vacation pay starts; • For employees paid by direct deposit or where vacation time is taken in less than complete weeks, on the regular pay day for the vacation time taken; • On every pay cheque; or, • At a time agreed to by the employee
Québec	End	12 months	<ul style="list-style-type: none"> • In a lump sum before the vacation pay starts, unless wages, including vacation pay, are paid on a daily basis; or • As agreed in the terms and conditions of employment
New Brunswick	Start	4 months	<ul style="list-style-type: none"> • At least 1 day before the vacation time starts
Nova Scotia	Start	10 months	<ul style="list-style-type: none"> • At least 1 day before the vacation time starts

Prince Edward Island	Start	4 months	<ul style="list-style-type: none">• At least 1 day before the vacation time starts
Newfoundland	Start	10 months	<ul style="list-style-type: none">• At least 1 day before the vacation time starts
Yukon	Start	10 months	<ul style="list-style-type: none">• At least 1 day before the vacation time starts
Northwest Territories	Start	6 months	<ul style="list-style-type: none">• At least 1 day before the vacation time starts
Nunavut	Start	10 months	<ul style="list-style-type: none">• At least 1 day before the vacation time starts