

Vacation Pay Rates and Entitlements

written by Rory Lodge | August 7, 2015



British Columbia	
Holiday Pay	4% for the first 5 years
	6% after 5 years
Vacation Entitlements	After 1 year – 2 weeks
	After 5 years – 3 weeks
Alberta	
Holiday Pay	4% for the first 5 years
	6% after 5 years
Vacation Entitlements	After 1 year – 2 weeks
	after 5 years – 3 weeks
Saskatchewan	
Holiday Pay	6% for the first 9 years
	8% after 9 years
Vacation Entitlements	After 1 year – 3 weeks
	After 10 years – 4 weeks
Manitoba	
Holiday Pay	4% for the first 5 years
	6% after 5 years

Vacation Entitlements	After 1 year – 2 weeks
	After 5 years – 3 weeks
Ontario	
Holiday Pay	4% of gross
Vacation Entitlements	After 12 months – 2 weeks
Quebec	
Holiday Pay	4% for the first 5 years
	6% after 5 years
Vacation Entitlements	From 1 to 5 years – 2 consecutive weeks plus optional days without pay up to 3 weeks
	After 5 years – 3 consecutive weeks
New Brunswick	
Holiday Pay	4% for less than 8 years
	6% after 8 years
Vacation Entitlements	up to 8 years – 2 regular weeks or 1 day for each calendar month in which an
Nova Scotia	
Holiday Pay	4% for less than 8 years
	6% after 8 years
Vacation Entitlements	After 12 months – 2 weeks
	After 8 years – 3 weeks
Prince Edward Island	
Holiday Pay	4% for the first 8 years.
	6% after 8 years.
Vacation Entitlements	After 12 months – 2 weeks
	After 8 years – 3 weeks
Newfoundland & Labrador	
Holiday Pay	4% up to 15 years
	6% after 15 years

Vacation Entitlements	After 12 months – 2 weeks
	After 15 years – 3 weeks
Yukon	
Holiday Pay	4%
Vacation Entitlements	After 1 year – 2 weeks
Northwest Territories	
Holiday Pay	4% for the first 5 years
	6% after 5 years
Vacation Entitlements	After 1 year – 2 weeks
	After 5 years – 3 weeks
Nunavut	
Holiday Pay	4% for the first 5 years
	6% after 5 years
Vacation Entitlements	after 1 year – 2 weeks
	after 5 years (these years may be non-consecutive if within 10 years) – 3 weeks
Federal Government	
Holiday Pay	4% for the first 6 years
	6% after 6 years
Vacation Entitlements	After 1 year – 2 weeks
	After 6 years – 3 weeks