

INFO SHEET FOR VACATION AND SICK LEAVE ACROSS THE PROVINCES





VACATION AND SICK LEAVE IN CANADA

Each province and territory in Canada has its own laws regarding vacation and sick leave for employees. Below is a summary of the policies in each jurisdiction for a new employee (please refer to the applicable provincial Employment Standards Act for the full regulation).

BRITISH COLUMBIA

- Employers must provide at least 2 weeks of vacation after 1 year of service.
- Employers must provide at least 3 weeks of vacation after 5 years of service.
- Employees are entitled to unpaid sick leave.

ALBERTA

- Employers must provide at least 2 weeks of vacation after 1 year of service.
- Employers must provide at least 3 weeks of vacation after 5 years of service.
- Employees are entitled to unpaid sick leave.



SASKATCHEWAN

- Employers must provide at least 3 weeks of vacation after 1 year of service.
- Employers must provide at least 4 weeks of vacation after 10 years of service.
- Employees are entitled to unpaid sick leave.

MANITOBA

- Employers must provide at least 2 weeks of vacation after 1 year of service.
- Employers must provide at least 3 weeks of vacation after 5 years of service.
- Employees are entitled to unpaid sick leave.

ONTARIO

- Employers must provide at least 2 weeks of vacation after 1 year of service.
- Employers must provide at least 3 weeks of vacation after 5 years of service.
- Employees are entitled to unpaid sick leave.

QUEBEC

- Employers must provide at least 2 weeks of vacation after 1 year of service.
- Employers must provide at least 3 weeks of vacation after 3 years of service.
- Employees are entitled to unpaid sick leave.



NEW BRUNSWICK

- Employers must provide at least 2 weeks of vacation after 1 year of service.
- Employers must provide at least 3 weeks of vacation after 8 years of service.
- Employees are entitled to unpaid sick leave.

NOVA SCOTIA

- Employers must provide at least 2 weeks of vacation after 1 year of service.
- Employers must provide at least 3 weeks of vacation after 8 years of service.
- Employees are entitled to unpaid sick leave.

PRINCE EDWARD ISLAND

- Employers must provide at least 2 weeks of vacation after 1 year of service.
- Employees are entitled to unpaid sick leave.

NEWFOUNDLAND AND LABRADOR

- Employers must provide at least 2 weeks of vacation after 1 year of service.
- Employees are entitled to unpaid sick leave.



YUKON

- Employers must provide at least 2 weeks of vacation after 1 year of service.
- Employees are entitled to unpaid sick leave.

NORTHWEST TERRITORIES

- Employers must provide at least 2 weeks of vacation after 1 year of service.
- Employees are entitled to unpaid sick leave.

NUNAVUT

- Employers must provide at least 2 weeks of vacation after 1 year of service.
- Employees are entitled to unpaid sick leave.

Note: The information provided is a general summary. It is recommended to refer to the specific legislation of each province and territory.

While the Employment Standard Act (ESA) states that the employee is entitled to the vacation after the accrual year, to remain competitive, many employers allow employees to use their vacation before it is fully accrued and/or provide more than that the minimum regulation provided in the ESA.

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