



WORKER RIGHTS • CANADA

Working in Canada: Your Rights

Fourteen sets of rules, one guide — find your province or territory, in plain language.

Canada does not have one employment law — it has fourteen. Each province and territory sets its own employment standards: minimum wage, overtime, vacation, holidays, and the minimum notice if you're let go. A small share of workers (about 6% — airlines and airports, banks, telecoms, interprovincial transport) fall under the federal Canada Labour Code instead. How to use this guide: find your province or territory below — every jurisdiction has its own section, in the same format, so you can compare. The numbers are the law as of October 2026.

General information only — not legal advice.

As of October 2026 · Prepared by JYNX Recruiting · jynxrecruiting.com

Three Things That Apply Almost Everywhere

- These standards are minimums. Your contract or a collective agreement can give you more — never less. A clause that signs away a statutory minimum is void.
- The statutory notice periods in this guide are floors, not the whole story. Canadian courts also recognize “reasonable notice” under common law (and the Civil Code in Quebec), which is often significantly longer than the statutory minimum and depends on your age, service, and role. If you’re let go, what you’re actually owed may be more than the floor printed here — that’s a reason to get legal advice before signing a release.
- Minimum wages reset on different dates in different jurisdictions (April 1, May 1, June 1, September 1, October 1). The rate in your section is the one in effect in October 2026, with its next change date where one is set.

Minimum Wage at a Glance (October 2026)

Jurisdiction	General Rate	In Effect Since
Nunavut	\$20.17/hr	September 1, 2026
Yukon	\$18.51/hr	April 1, 2026
British Columbia	\$18.25/hr	June 1, 2026
Federal (federally regulated)	\$18.15/hr	April 1, 2026
Ontario	\$17.95/hr	October 1, 2026
Prince Edward Island	\$17.30/hr	October 1, 2026
Northwest Territories	\$17.20/hr	September 1, 2026

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Jurisdiction	General Rate	In Effect Since
Nova Scotia	\$17.00/hr	October 1, 2026
Quebec	\$16.60/hr (tipped: \$13.30)	May 1, 2026
Manitoba	\$16.40/hr	October 1, 2026
Newfoundland and Labrador	\$16.35/hr	April 1, 2026
New Brunswick	\$15.90/hr	April 1, 2026
Saskatchewan	\$15.70/hr	October 1, 2026
Alberta	\$15.00/hr	October 1, 2018

Some jurisdictions also set special rates (students, homeworkers, specific occupations) — those are in the jurisdiction sections.

If You Work in a Federally Regulated Job

Airlines and airports, banks, telecom and broadcasting, interprovincial rail/road/marine transport, postal and courier services, grain elevators, and federal Crown corporations are under the Canada Labour Code (Part III) — about 990,000 workers. Almost all hotels and restaurants are provincial; if you work at an airport, this box may be yours.

- Minimum wage: \$18.15/hr — and if your province's or territory's rate is higher, the higher rate applies to you.
- Hours and overtime: standard 8 hours/day and 40 hours/week; overtime at 1.5×; a 30-minute break in every 5 consecutive hours; at least 8 hours between shifts; if you're called in, a minimum of 3 hours' pay.

- Vacation: 2 weeks (4% pay) after 1 year; 3 weeks (6%) after 5 years; 4 weeks (8%) after 10 years.
- General holidays: 10, with holiday pay.
- If you're let go: after 3 months, at least 2 weeks' written notice or pay in lieu; after 3 years, 1 additional week per year of service, to a maximum of 8 weeks — plus federal severance pay after 12 months (the greater of 2 days' wages per year of service or 5 days' wages).
- Unjust dismissal: with 12 months' service (and not a manager, not covered by a collective agreement), you can complain within 90 days — reinstatement is a possible remedy.
- Complaints: monetary claims go to the Labour Program within 6 months of the last payday the money was due.

Ontario

- Minimum wage: \$17.95/hr (since October 1, 2026; resets every October 1). Students under 18 working ≤ 28 hrs/week in term time: \$16.90. Homeworkers: \$19.70. There is no tipped or liquor-server rate — servers get the full rate. Sent home early? If you regularly work 3+ hours and are given under 3, you're owed 3 hours' pay (the three-hour rule).
- Overtime and hours: overtime at 1.5× after 44 hours a week. The standard cap is 8 hours/day and 48 hours/week — more requires your written agreement. You cannot waive your right to overtime pay.

- Breaks and rest: a 30-minute eating period in every 5 consecutive hours; at least 11 consecutive hours off a day (this one can't be waived), 8 hours between shifts, and 24 hours off a week (or 48 in two weeks).
- Vacation: 2 weeks, paid at 4% of wages; after 5 years, 3 weeks at 6%.
- Public holidays: 9. Holiday pay is your last 4 weeks' regular wages (plus vacation pay payable) divided by 20. If you work the holiday: holiday pay plus 1.5× for the hours worked, or a substitute day off with holiday pay. Hotel, restaurant, and hospital staff can be required to work a holiday.
- If you're let go (statutory minimums): under 3 months — no notice required; then 1 week (3 months–1 year), rising by a week a year to 8 weeks at 8+ years. Termination pay is due within 7 days of your last day or your next regular payday, whichever is later. Severance pay is a separate entitlement: with 5+ years at an employer whose global payroll is \$2.5 million or more (or a closure severing 50+ staff), you're owed a week's regular pay per year of service (months pro-rated), up to 26 weeks — on top of termination pay. Note: for the same termination you must choose between an ESA claim and a court action for more — not both.
- Pay and deductions: your employer may deduct only what a law or court order requires, or what you've authorized in writing for a specific amount or formula. Never for faulty work — including botched card transactions — and never for a cash shortage or a dine-and-dash where anyone else had access to the money.

- **Tips:** under the ESA, your employer cannot withhold your tips or deduct from them, except to collect and redistribute them through a tip pool, or under a statute or court order. A service charge a customer would reasonably expect to reach staff counts as a tip. Spillage and breakage can't come out of your tips.
- **Hospitality extras:** a trial shift is work — if you're performing a trial, you're an employee and those hours must be paid.
- **Where to complain:** file an ESA claim with the Ministry of Labour — within 2 years of the violation. It's free, and your employer can't punish you for filing.

Quebec

Quebec's standards are enforced by the CNESST. Your pay statement (bulletin de paie) must itemize hours, rates, bonuses, and every deduction, every pay.

- **Minimum wage:** \$16.60/hr (since May 1, 2026; resets each May 1).
Tipped rate: \$13.30/hr — only for workers who usually receive tips, and only in restaurants (excluding fast food and pay-before-you-eat formats), meal delivery/service businesses, venues serving alcohol for on-site consumption, and tourist lodging. The hourly floor is owed excluding tips: your employer owes the \$13.30 (or \$16.60) before a single tip is counted.

- Overtime and hours: the normal week is usually 40 hours; hours beyond it pay your usual rate plus 50%. If you're called in and work under 3 consecutive hours, you're owed a 3-hour presence indemnity. At your request, overtime pay can be replaced with paid leave of the overtime hours plus 50%.
- Breaks and rest: a 30-minute meal break after 5 consecutive hours — paid if you can't leave your workstation. At least 32 consecutive hours of rest a week. Quebec sets no minimum rest between shifts — instead, you have the right to refuse work beyond 2 extra hours over your usual day, beyond 14 hours in 24, beyond 50 hours in a week, or work not announced at least 5 days ahead.
- Vacation: 1 day per month worked (up to 2 weeks) in your first year; 2 weeks at 4% from 1 to 3 years; 3 weeks at 6% from 3 years — the 3-week entitlement arrives sooner than in most provinces. The percentage is calculated on your gross reference-year wages including declared and attributed tips — declared tips literally increase your vacation pay.
- Holidays: 8 (with Good Friday or Easter Monday, at your employer's choice; June 24, the National Holiday, has its own rules). The indemnity is generally 1/20 of your last 4 pay weeks' wages excluding overtime. November 11 and September 30 are not Quebec holidays. For June 24, your declared and attributed tips count in the indemnity base.

- If you're let go (statutory minimums): under 3 months — no notice required; 1 week (3 months–1 year), 2 weeks (1–5 years), 4 weeks (5–10 years), 8 weeks (10+ years). The indemnity is your usual salary excluding overtime. A notice handed to you during a layoff is invalid (seasonal jobs excepted). Above these floors, the Civil Code requires reasonable notice, and you can't renounce compensation for insufficient notice in advance. With 2+ years of service, you also gain the unjust-dismissal recourse: if you were dismissed without just and sufficient cause, complain to the CNESST within 45 days — reinstatement is a possible outcome.
- Pay and deductions: first pay within a month of starting, then at intervals of no more than 16 days, with an itemized statement. Deductions only where a law, regulation, court order, or collective agreement requires them, or where you've authorized a specific deduction in writing for a specific purpose.
- Tips: a tip belongs to the worker who rendered the service, whatever their wage. Pooling requires the free consent of a majority (50% + 1) of tip-entitled workers — your employer cannot impose a pool, intervene in one, or keep any part of your tips, even as discipline (for example, for a till shortage or a broken plate). Where the employer collects tips (card terminal, service charges), it must remit them to you entirely. Your employer also may not make you pay the credit-card processing costs on your tips.

- Where to complain (CNESST — deadlines differ by complaint, don't guess): money owed (wages, overtime, vacation, termination indemnity): 1 year from each due date. Prohibited practice (punished for exercising a right): 45 days (90 for forced retirement). Unjust dismissal (2+ years' service): 45 days. Psychological or sexual harassment: 2 years from the last occurrence.

British Columbia

- Minimum wage: \$18.25/hr (since June 1, 2026; rises each June 1 with BC's inflation rate — the amount for June 1, 2027 has not been announced). There is no liquor-server rate — servers get the full rate (the lower server wage was eliminated in 2021).
- Overtime and hours: BC is the one province with daily overtime: hours over 8 in a day pay 1.5× (up to 12 hours), hours over 12 in a day pay 2× — and that's true even if you work under 40 hours that week. Weekly overtime is 1.5× after 40 hours. If you're sent home early: you're owed at least 2 hours' pay (4 hours if you were scheduled for more than 8).
- Breaks and rest: a 30-minute meal break in every 5 consecutive hours (paid if you must stay available); at least 8 hours between shifts; at least 32 consecutive hours off each week — if you work during that rest period, those hours pay 1.5×.
- Vacation: 2 weeks at 4% of wages; after 5 years, 3 weeks at 6%.

- Statutory holidays: 11. You get an average day's pay; if you work the holiday, the average day's pay plus 1.5x for hours worked (2x past 12 hours). Note: Boxing Day and Easter Monday are not BC statutory holidays.
- If you're let go (statutory minimums): 3 months or less — none; then 1 week (over 3 months), 2 weeks (over 1 year), and one more week per additional year to a maximum of 8 weeks. Final pay is fast in BC: if your employer ends the job, everything owed is due within 48 hours; if you quit, within 6 days.
- Pay and deductions: paid at least twice a month, with everything earned in a pay period paid within 8 days of its end. Your employer cannot deduct business costs — broken dishes, a dine-and-dash, a till shortage are the employer's costs, never yours, and they can't come out of your wages or your tips. Required uniforms must be provided free.
- Tips: tips are not wages in BC, but the law protects them: your employer cannot withhold, deduct from, or demand your tips — except to run a tip pool, which is allowed. Owners and shareholders generally can't share in a pool (unless they regularly do substantially the same work as the staff who do). A tip wrongly taken can be recovered for you like wages.
- Where to complain: the Employment Standards Branch. If you've left the job, file within 6 months of your last day — this deadline is strict.
- Hospitality extra: BC gives paid sick days — after 90 days of employment, up to 5 paid days (plus 3 unpaid) a year for illness or injury.

Alberta

- Minimum wage: \$15.00/hr — the lowest in Canada, unchanged since October 1, 2018, with no increase announced. Students under 18 enrolled in school: \$13.00 for the first 28 hours a week during term (the full \$15.00 past 28 hours and during breaks). There is no liquor-server rate.
- Overtime and hours: overtime at 1.5× is calculated on both an 8-hour day and a 44-hour week — you get whichever calculation gives you more (they aren't added together). Work must generally fit within 12 consecutive hours a day. Called in and sent home early? You're owed at least 3 hours at minimum wage.
- Breaks and rest: no break is required on a shift of 5 hours or less; one 30-minute break on a shift over 5 and under 10 hours; two 30-minute breaks on a shift of 10+ hours. Breaks are paid if you're not free to leave. At least 1 day of rest a week, and at least 8 hours between shifts.
- Vacation: 2 weeks at 4% of wages (overtime, holiday pay, and tips don't count in the base); after 5 years, 3 weeks at 6%.
- General holidays: 9. You generally qualify after 30 workdays in the past year. If it's a regular workday and you don't work it, you get your average daily wage; if you work it, 1.5× plus the average daily wage (or regular pay plus a paid day off later).

- If you're let go (statutory minimums): 90 days or less — none; then 1 week (to 2 years), 2 weeks (2–4 years), 4 weeks (4–6), 5 weeks (6–8), 6 weeks (8–10), 8 weeks (10+ years). Final pay can arrive either within 10 days after the pay period in which you left, or within 31 days of your last day — your employer chooses.
- Pay and deductions: pay periods of no more than a month; pay within 10 days after the period ends. Alberta's deduction rules are among the strictest: faulty workmanship can never be deducted, even with your written permission; cash shortages and lost property can't be deducted if anyone else had access (walkouts and breakage are Alberta's own examples); and no deduction is ever allowed for the cost of a required uniform — purchase, rental, cleaning, or repair.
- Tips: be clear-eyed: in Alberta, tips are not wages and are not covered by the Employment Standards Code. The Code sets no rules on pooling, tip-outs, or employer retention — those are workplace policy and your employment contract, not employment standards. Keep your own tip records.
- Where to complain: Alberta Employment Standards — at any time while employed, and within 6 months after your last day.

Saskatchewan

- Minimum wage: \$15.70/hr (since October 1, 2026; resets each October 1 by formula). Called in to work? You're owed a minimum of 3 hours' pay at your hourly wage, even if there's no work.
- Overtime and hours: 1.5× after 8 hours in a day (after 10 on a four-day, 10-hour schedule) and after 40 hours in a week — you get whichever calculation is greater. In a week with a public holiday, weekly overtime starts after 32 hours. You can't be scheduled for more than 16 hours in 24, and you're entitled to at least 8 consecutive hours of rest in every 24.
- Breaks and rest: an unpaid meal break of at least 30 minutes within every 5 consecutive hours (paid if you must stay at the employer's disposal); at least 24 consecutive hours off a week.
- Vacation: Saskatchewan is the most generous province here — 3 weeks from your first year, rising to 4 weeks after 10 years, paid at 3/52 of wages (5.77%), then 4/52 (7.69%).
- Public holidays: 10. Holiday pay is 5% of your wages (excluding overtime) in the 4 weeks before the holiday. If you work it: holiday pay plus 1.5× for the hours worked. Full-time hotel and restaurant staff who work a holiday get 1.5× plus either the holiday pay or a day off at regular pay within four weeks.
- If you're let go (statutory minimums): 13 weeks or less — none; then 1 week (to 1 year), 2 weeks (1–3 years), 4 weeks (3–5), 6 weeks (5–10), 8 weeks (over 10 years). All final wages — including vacation pay — are due within 14 days of your last day.

- Pay and deductions: hourly staff are paid at least semi-monthly or every 14 days, within 6 days of the pay-period cut-off, with an itemized pay stub. Deductions for theft, damage, breakage, poor-quality work, or a customer's failure to pay — expressly including dine-and-dashes — are prohibited.
- Tips (new — changed January 1, 2026): Saskatchewan now protects tips by law. Your employer cannot withhold or deduct your tips, or keep them to cover business costs like theft, errors, or damage, except for statutory amounts (tax, CPP, EI) or under a pooling arrangement. Pools are allowed if employees are made aware of the arrangement, and records must be kept for two years. Owners can share only if they regularly do the same work as the staff in the pool. Tips aren't "wages" for calculating overtime or holiday pay, but Employment Standards can recover wrongly taken tips the same way as wages.
- Hospitality extras (restaurants and food services): split shifts are capped at two per day within a 12-hour period, and if you finish work between 12:30 a.m. and 7:00 a.m., your employer must provide free transportation home. A required uniform (clothing identifying the business) must be supplied, laundered, and repaired free — no deposit.
- Where to complain: Saskatchewan Employment Standards — a wage complaint must be filed within 12 months of the last day the wages were payable.

Manitoba

- Minimum wage: \$16.40/hr (since October 1, 2026; resets each October 1). The same rate applies regardless of age or hours — there's no lower student rate. Called in and sent home? You're owed 3 hours' pay or your scheduled shift's pay, whichever is less.
- Overtime and hours: 1.5× beyond 8 hours a day and 40 hours a week.
- Breaks and rest: an unpaid 30-minute break after every 5 consecutive hours (you're free to leave the workplace); at least 24 consecutive hours of rest a week.
- Vacation: 2 weeks for each of the first four years, paid at 4%; after the fifth year, 3 weeks at 6%.
- General holidays: 9 — including Orange Shirt Day (September 30), a Manitoba general holiday since December 2023. Most workers get general holiday pay whether they work the day or not (a regular day's pay, or 5% of gross wages in the prior 4 weeks if your hours vary) — no minimum service period is required. Working the holiday normally pays 1.5× plus the holiday pay; hotels and restaurants may instead give a paid day off within 30 days. Remembrance Day (November 11) is not a general holiday in Manitoba — it has its own separate pay rules.
- If you're let go (statutory minimums): under 30 days — none; then 1 week (30 days–1 year), 2 weeks (1–3 years), 4 weeks (3–5 years), 6 weeks (5–10 years), 8 weeks (10+ years). Final wages are due within 10 working days of termination.

- Pay and deductions: paid at least twice a month, within 10 working days of the pay period's end. Manitoba bars deductions for faulty service, cash or inventory shortages, dine-and-dashes, lost or broken tools and products, personal safety equipment, and the cost of a uniform — your agreement can't make a barred deduction legal.
- Tips: honestly: Manitoba's Employment Standards Code sets no rules on tips — no ownership, pooling, or deduction protection was found in the official standards. Tip handling is workplace policy and your contract. Keep your own records.
- Where to complain: the Employment Standards Branch — claims must be filed within 6 months of your last day of work or of when the wages were due. Employment Standards can collect up to 6 months of unpaid regular and overtime wages, and up to 22 months of unpaid vacation and holiday pay.

New Brunswick

- Minimum wage: \$15.90/hr (since April 1, 2026; adjusts every April 1 with New Brunswick's inflation rate). If you report for a scheduled shift, you're owed the greater of 3 hours at minimum wage or the hours you actually work at your regular rate.
- Overtime and hours: New Brunswick's overtime is different — and widely misunderstood. Overtime is a minimum overtime rate of 1.5× the minimum wage = \$23.85/hr for hours beyond 44 in a week — it is not based on your own wage. If your regular rate already exceeds \$23.85, the Act's floor may add nothing to those hours. Banking overtime hours is not permitted.

- Breaks and rest: at least 24 consecutive hours of rest each week. Note: the Employment Standards Act does not set meal breaks in New Brunswick — breaks are governed by occupational health and safety law instead.
- Vacation: 2 weeks at 4% of gross wages; at 8 years, 3 weeks at 6%.
- Paid holidays: 8. If you qualify and work the holiday: a regular day's pay plus 1.5× for the hours worked. Hotels, motels, resorts, taverns, and restaurants are "continuous operations" with options to substitute another day.
- If you're let go (statutory minimums): New Brunswick's caps are the lowest in this guide — under 6 months, no notice required; 2 weeks (6 months–5 years); 4 weeks (5+ years) — and ESA pay in lieu is limited to those amounts (anything more is a common-law claim). A dismissal for cause must be in writing, with reasons, or it's treated as a termination with notice owed.
- Pay and deductions: paid at least every 16 days; final pay no later than 21 days after your last day.
- Tips: tips, gratuities, and employer-imposed service charges are your property under the Act — your employer can't withhold them or count them toward wages, and employer-collected tips must reach you by the next regular payday. Pooling is permitted within the Act's rules.
- Where to complain: the Employment Standards Branch — within 12 months of the violation.

Nova Scotia

- Minimum wage: \$17.00/hr (since October 1, 2026). There is no lower rate for inexperienced workers — one rate for everyone. Called in outside your regular hours? You're owed at least 3 hours at minimum wage (\$51).
- Overtime and hours: 1.5× your regular wage after 48 hours in a week — the highest weekly threshold in Canada. (A bill proposed in September 2026 would lower it to 44, but it is not law.) One trap for hospitality managers: managers and supervisors are in the special group that gets only 1.5× the minimum wage, not their own rate. Construction overtime runs on a 110-hours-in-two-weeks rule.
- Breaks and rest: an unbroken 30-minute break so you never work more than 5 consecutive hours; at least 24 consecutive hours of rest every 7 days.
- Vacation: 2 weeks at 4%; the third week arrives in your ninth year, with pay rising to 6% from the eighth year.
- Holidays: 6 under the Labour Standards Code. If you work one: a regular day's pay plus 1.5× for hours worked (continuous operations like hotels may substitute a paid day off). Remembrance Day (November 11) is a holiday too, but under its own Act with its own rules.

- If you're let go (statutory minimums): under 3 months — none; then 1 week (3 months–2 years), 2 weeks (2–5 years), 4 weeks (5–10 years), 8 weeks (10+ years). The 10-year rule: with 10 or more years of service, you cannot be dismissed or suspended without just cause — and a dismissal without good reason can be remedied with reinstatement and full back pay, a protection few provinces match. (A genuine layoff for shortage of work is still possible, on 8 weeks' notice.)
- Pay and deductions: paid at least twice a month, within 5 working days of the pay period's end. Deductions for losses or shortages need a clear agreement and can never take you below minimum wage; for a walk-out, the employer must show the loss was your fault. Recruitment costs can never be recovered from a worker's pay.
- Tips: honestly: tips are not protected by Nova Scotia's Labour Standards Code — it sets no ownership, pooling, or deduction rules for them. Tip handling is workplace policy and your contract. Keep your own records.
- Where to complain: the Labour Standards Division — within 6 months of the violation, and recovery is limited to amounts owed in the 6 months before you file. Don't sit on a claim.
- Hospitality notes: restaurants, bars, and hotels are exempt from the retail closing-day and Sunday-refusal rights — hospitality staff don't have the retail right to refuse Sunday work. No one under 16 may work in a hotel.

Prince Edward Island

PEI replaced its Employment Standards Act wholesale — the new Act took effect June 30, 2026, so anything dated before that (including some of the province's own older web pages) is out of date.

- Minimum wage: \$17.30/hr (since October 1, 2026) — and the next step is already set: \$17.60 on April 1, 2027. One rate for everyone; no student or server rate.
- Overtime and hours: the standard week is 44 hours; beyond it, overtime pays 1.5× your regular wage. You can elect paid time off instead at 1.5 hours per overtime hour, by written agreement. Your schedule must be provided at least a week in advance.
- Breaks and rest: a break of at least 30 minutes at intervals of no more than 5 hours (you don't have to stay on the premises); at least 8 consecutive hours off in every 24 hours and 24 consecutive hours off a week; a split shift must be completed within 12 hours.
- Vacation: 2 weeks at 4%; 3 weeks at 6% from 5 years (the new Act moved the third week down from 8 years).
- Paid holidays: 8. Holiday pay is 5% of your wages (excluding overtime) in the 4 weeks before the holiday. If you work it: holiday pay plus 1.5×, or regular pay plus a substitute paid day off.
- If you're let go (statutory minimums): your notice rights begin after 90 days of service: 1 week (90 days–1 year), 2 weeks (1–5 years), 4 weeks (5–10 years), 6 weeks (10–15 years), 8 weeks (15+ years).

- **Pay and deductions:** pay periods of no more than 16 days; final pay by the last day of the next pay period. Some deductions are barred even with your written permission — the cost of faulty work or damage, and the cost of a uniform or footwear unique to the employer, can never come out of your pay; a uniform deposit is capped at 25% of the garment's cost.
- **Tips:** tips are your property — your employer can't require you to share them with the employer or withhold them. Service charges must be paid out by the end of the next pay period, and your employer may not pass credit- or debit-card processing fees on your tips to you. Pooling is allowed only under a written policy that has been given to employees in writing and posted in the workplace.
- **Sick days:** 4 unpaid days a year after 30 days' service; paid days build with service — 1 paid day in your second year, 2 in your third, 3 in your fourth year and beyond. Your employer can only ask for medical confirmation for absences of 5 or more consecutive days.
- **Where to complain:** a written complaint to the Employment Standards Branch's chief inspector — within 2 years of the violation (the new Act doubled the old deadline).

Newfoundland and Labrador

- Minimum wage: \$16.35/hr (since April 1, 2026; adjusts every April 1 with the national inflation rate).
- Overtime and hours: the standard week is 40 hours. Beyond it, the Act guarantees a minimum overtime rate of \$24.53/hr (1.5× the minimum wage) — like New Brunswick, the floor is keyed to the minimum wage, not your own rate. Overtime can be banked by agreement as 1.5 hours of paid time off per overtime hour. If a scheduled shift of 3+ hours is cancelled, or you're called in and not needed, you're owed at least 3 hours.
- Breaks and rest: the most generous statutory break in Atlantic Canada — one unbroken hour after every 5 consecutive hours of work (unpaid unless your employer keeps control of your time), plus 8 consecutive hours off in every 24 and 24 consecutive hours off a week.
- Vacation: 2 weeks at 4% of gross wages; 3 weeks at 6% only at 15 years — the longest wait in this guide.
- Paid holidays: 6. If you work one, the choice is yours: double your regular rate, a substitute day off with pay within 30 days, or an added vacation day. If you don't work it: an average day's pay.
- If you're let go (statutory minimums): under 3 months — none; then 1 week (3 months–2 years), 2 weeks (2–5 years), 3 weeks (5–10 years), 4 weeks (10–15 years), 6 weeks (15+ years). Final pay is due within one week of termination.

- Pay and deductions: paid at least semi-monthly, within 7 days of the pay period's end, with a detailed statement each payday. Deductions are a closed list (tax, CPP, EI, benefit plans you participate in, court orders, and a few others) — your employer cannot deduct for cash shortages, bad cheques or cards, damaged property, or outstanding accounts, and cannot make you pay for a uniform bearing the employer's logo.
- Tips: tips are your property — and Newfoundland and Labrador is explicit about managers: your employer cannot require you to share tips with the employer, a manager, a supervisor, or the employer's representative. A service charge paid instead of a tip counts as a tip.
- Where to complain: the Labour Standards Division — mediation is offered first; a formal investigation needs a written complaint within 6 months of your termination date.
- Hospitality extra: when you're hired, you're entitled to a written statement of employment setting out your hours, rate of pay, and vacation entitlements — ask for it if it isn't offered.

Yukon

- Minimum wage: \$18.51/hr (since April 1, 2026; adjusts each April 1 with Whitehorse's inflation rate).
- Overtime and hours: standard 8 hours a day and 40 a week; overtime at 1.5× beyond them — and in a week containing a general holiday, the weekly overtime threshold drops to 32 hours.
- Breaks and rest: a 30-minute unpaid eating break after no more than 6 consecutive hours; at least 8 hours between shifts; and at least two full rest days a week — the strongest weekly-rest rule in this guide.
- Vacation: 2 weeks, paid at 4% of wages.
- General holidays: 11 — including Discovery Day and National Indigenous Peoples Day (June 21). (Heritage Day, Easter Monday, and Boxing Day are not Yukon general holidays.) If you don't work the holiday: at least a day's pay (irregular-hours staff: at least 10% of the wages earned in the two weeks before the holiday week). If you work it: the overtime rate for all hours worked, or your regular rate plus a paid day off.
- If you're let go (statutory minimums): under 6 months — none; then 1 week (6 months–1 year), rising to 8 weeks at more than 8 years. Final pay is due within 7 days.
- Pay and deductions: pay periods of no more than 16 days.
- Tips: the Act's definition of wages excludes gratuities, and the standards are otherwise silent on tips — no ownership or pooling rules. Tip handling is workplace policy and your contract.

- Where to complain: the Director of Employment Standards — at any time while you're employed, or within 6 months after your employment ends.

Northwest Territories

- Minimum wage: \$17.20/hr (since September 1, 2026; set by a formula tied to Yellowknife's inflation rate and average wages). Called back to work? Recall pay is a minimum of 4 hours.
- Overtime and hours: standard 8 hours a day and 40 a week; overtime at at least 1.5×, calculated on both the day and the week (32-hour threshold in a statutory-holiday week). You can't be required to work more than 10 hours a day or 60 hours a week without an Employment Standards Officer order. Overtime can be banked by written agreement at 1.5 hours of time off per overtime hour.
- Breaks and rest: a 30-minute unpaid meal break after 5 consecutive hours; at least 1 day off a week.
- Vacation: 2 weeks at 4% for the first five years; from the sixth year, 3 weeks at 6%.
- Statutory holidays: 11 (Easter Monday and Boxing Day are not among them). If you don't work the holiday: an average day's pay. If you work it: the average day's pay plus 1.5× for hours worked, or a substitute paid day off.
- If you're let go (statutory minimums): notice rights begin after 90 days: 2 weeks (90 days–3 years), then one additional week per year of service to a maximum of 8 weeks at 8+ years, or pay in lieu. Final pay is due within 10 days.

- Tips: no territorial rule on tips was found in the standards — no ownership, pooling, or deduction protection. Tip handling is workplace policy and your contract. Keep your own records.
- Where to complain: the Employment Standards Office (Employment Standards, Department of Education, Culture and Employment), 1-888-700-5707. If an Officer decides against you, that decision can be appealed within 30 days. File promptly — don't let a claim age.

Nunavut

- Minimum wage: \$20.17/hr (since September 1, 2026) — the highest minimum wage in Canada, set by a formula tied to Iqaluit's inflation rate and average wages, and reviewed every year.
- Overtime and hours: standard 8 hours a day and 40 a week; overtime at at least 1.5× beyond them (32-hour threshold in a general-holiday week). You can't be required to work more than 10 hours a day or 60 hours a week without a permit from the Labour Standards Officer.
- Breaks and rest: at least 1 full rest day a week. Note honestly: Nunavut's Labour Standards Act sets no statutory meal break — break arrangements rest on your contract and workplace policy.
- Vacation: 2 weeks at 4% for the first five years; after that, 3 weeks at 6%.
- General holidays: 11 — including Nunavut Day (July 9) and the Sovereign's birthday. If you don't work the holiday: at least a normal day's wages. If you're required to work it: that pay plus at least 1.5× for the hours worked, or a substitute paid holiday.

- If you're let go (statutory minimums): after 90 days: 2 weeks if you've worked under 3 years, then one additional week per year to a maximum of 8 weeks, or pay in lieu. Pay periods can't exceed one calendar month, and wages — including final pay on termination — are due within 10 days.
- Tips: the Act's definition of wages excludes gratuities, and there is no territorial rule on tip ownership or pooling. Tip handling is workplace policy and your contract.
- Where to complain: the Labour Standards Compliance Office, 1-877-806-8402, LabourServices@gov.nu.ca. File promptly — don't let a claim age.

Working in Canada as a Foreign Worker

If you're in Canada on a work permit — including under the Temporary Foreign Worker Program or the Seasonal Agricultural Worker Program — you have the same employment rights as Canadians and permanent residents: the standards in this guide apply to you, in the province or territory where you work.

Your employer must:

- Give you information about your rights, and a signed employment agreement matching the job offer and the LMIA, on or before your first day — in English or French, your choice.
- Pay you as agreed, including overtime.
- Keep a workplace free of abuse, and follow the employment standards of your province or territory.

- Arrange and pay for private health insurance covering emergency care until your provincial or territorial coverage starts. (Seasonal Agricultural Worker Program workers from Mexico and the Caribbean are the exception.)

Your employer can never:

- Keep your passport, work permit, or other documents — they are yours.
- Make you do unsafe work, or work that isn't in your agreement.
- Make you work while you're sick or injured.
- Force you to work overtime that isn't in your agreement.
- Punish you for reporting abuse, cooperating with an inspection, or exercising any right in this guide — or threaten to deport you or change your immigration status. Your employer has no power over your status.
- Make you pay back recruitment fees — including fees for the LMIA process or recruiters' charges, charged directly or through someone else. Recruitment fees to workers are prohibited.

If you're being abused or at risk of abuse: workers on an employer-specific work permit (including SAWP workers) can apply to Immigration, Refugees and Citizenship Canada for an open work permit for vulnerable workers — it lets you work for almost any employer, there's no fee, and abusive situations include physical, sexual, psychological, or financial abuse and reprisals. Family members in Canada can apply too.

Seasonal Agricultural Worker Program note: SAWP is a bilateral program (Mexico and 11 Caribbean countries) for on-farm primary agriculture, with stays of up to 8 months (January 1 to December 15). SAWP workers hold the same standards rights as every other worker in their province.

If Your Rights Were Violated

1. Keep your own records — pay statements, schedules, hours, and tip logs. Standards complaints run on documentation, and several deadlines in this guide are short.
2. Go to your jurisdiction's standards office — each section above names it and its deadline. Filing is free everywhere in this guide.
3. You cannot be punished for filing. Every jurisdiction in this guide protects workers who exercise their standards rights.
4. If you were let go, ask about more than the floor. The notice periods printed here are statutory minimums; common-law reasonable notice (Civil Code in Quebec) is often longer. Before you sign a release or a settlement, a short consultation with an employment lawyer in your province can be worth far more than it costs.