



PROVINCES · TERRITORIES · FEDERAL

RATE CARD · CANADIAN STATUTORY HOLIDAYS

# Statutory holiday pay. Every province. One table.

PDF rate card with eligibility windows, pay formulas, and the province-specific gotchas (BC, Quebec, NL, NS). The thing you Google four times a year. Save it once.

4 FORMULAS | \$1.2B IN CLASS-ACTIONS | \$100K MAX ESA FINE

# Four formulas, thirteen jurisdictions, no shortcut.

There is no single statutory holiday pay formula for Canada. Each province wrote its own. RBC is facing an \$800M class-action because their formula did not include commissions for investment advisors. Five major class-actions claim a combined \$1.2B against Canadian banks and insurance companies for vacation and stat holiday pay violations.

This rate card captures the four big formulas (Ontario, BC, Alberta, Quebec) plus the rules for the federal jurisdiction and the smaller provinces. Each section has a **Apply this** line that names the formula and the exact divisor. Print it and post it where the payroll team can see it during stat weeks.

## The 4 sections

- **1. Formulas by province (4 big + smaller).** Ontario fixed divisor 20. BC actual days worked. Alberta similar to BC. Quebec 1/20 plus the commission trap (1/60 over 12 weeks). Smaller provinces' minor variations.
- **2. Statutory holiday calendar 2026 (13 jurisdictions).** Which days each province recognizes. Ontario has 9; the territories add Remembrance Day and the National Day for Truth and Reconciliation.
- **3. Premium pay when worked (6).** 1.5x rules by province, substitute-day options, when premium-on-premium kicks in for unionized workforces.
- **4. Edge cases (5).** First-and-last-day rule (Ontario), part-time eligibility, employees on leave, multi-province workers, the commission trap (Quebec).



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WORKING WITH CANADIAN HR AND PAYROLL TEAMS

This rate card was built from 25 years of Workzoom (formerly Nortek) configuration conversations with Canadian payroll teams. Every formula and divisor was cross-referenced against current provincial Employment Standards legislation as of May 2026.

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## 01 Formulas by province

4 BIG + SMALLER

PROVINCE	LOOKBACK	DIVISOR	VACATION PAY INCLUDED?	COMMISSIONS?
Ontario	4 work weeks before holiday	Fixed 20	Yes	No
British Columbia	30 calendar days	Actual days worked	Yes (incl stat + sick)	No
Alberta	28 days (employer choice end-of-period or pre-holiday)	Actual days worked	No	No
Quebec	4 pay weeks	Fixed 20	No	Yes (1/60 of 12-week earnings)
Saskatchewan	4 work weeks	5% of earnings in period	Yes	No
Manitoba	4 work weeks	5% of earnings	Yes	No
Nova Scotia	30 days	Actual days worked	Yes	No
New Brunswick	30 days	Actual days worked	Yes	No
NL	3 weeks before holiday	20	Yes	No
PEI	30 days	Actual days worked	Yes	No
Federal	4 weeks	20	Yes	No

F 1

**Ontario formula: (Total regular wages + vacation pay earned in 4 work weeks before holiday) divided by 20.**

**Apply this:** Divisor is always 20. Always. A part-time employee who worked 12 days in those 4 weeks still divides by 20, not 12. Formula excludes overtime, tips, and bonuses.

F 2

**BC formula: Total wages earned in the 30 calendar days before the holiday divided by number of days actually worked.**

**Apply this:** This gives a true average day's pay. BC INCLUDES stat holiday pay and paid sick days earned during the lookback period. Lookback is 30 calendar days, not 4 work weeks.

F 3

**Alberta formula: Average daily wage for 28 days preceding the holiday OR the 28 days at the end of the last pay period before the holiday (employer's choice).**

**Apply this:** Two Alberta employers can calculate different stat pay for identical employees and both be correct. Pick one method, document it, apply it consistently to every employee.

**Quebec formula: 1/20 of wages earned in the 4 complete pay weeks before the holiday. EXCEPTION: commission-based workers get 1/60 of wages earned in the 12 complete pay weeks before the holiday.**

**Apply this:** Quebec is the only province with a dedicated commission formula. Miss it and you have the exact error that generated RBC's \$800M class-action. Flag all commission-based Quebec employees as a separate payroll category.

HOLIDAY	2026 DATE	RECOGNIZED IN
New Year's Day	Jan 1 (Thu)	All provinces + Federal
Family Day (varies by province)	Feb 16 (Mon)	ON, AB, SK, BC, NB (Feb 17), MB (Louis Riel Day), NS (Heritage Day), PEI (Islander Day)
Good Friday	Apr 3 (Fri)	All provinces + Federal
Easter Monday	Apr 6 (Mon)	Federal only
Victoria Day	May 18 (Mon)	All except NB, NS, PEI, NL (some private employers observe)
National Indigenous Peoples Day	Jun 21 (Sun)	NWT, YT, NU; observed elsewhere not as paid
National Day Truth & Reconciliation	Sep 30 (Wed)	Federal, BC, NWT, YT, NU, PEI; NOT in ON, QC, AB, SK, MB
Saint-Jean-Baptiste Day	Jun 24 (Wed)	QC only
Canada Day	Jul 1 (Wed)	All provinces + Federal
Civic Holiday	Aug 3 (Mon)	BC, NB, NU, NWT, ON (observed not statutory in ON for some employers), SK
Labour Day	Sep 7 (Mon)	All provinces + Federal
Thanksgiving	Oct 12 (Mon)	All except NB, NS, PEI, NL
Remembrance Day	Nov 11 (Wed)	All except ON, QC, NS (observed only)
Christmas Day	Dec 25 (Fri)	All provinces + Federal
Boxing Day	Dec 26 (Sat)	ON statutory; Federal observed; others vary

Ontario recognizes 9 statutory holidays in 2026. Remembrance Day and the National Day for Truth and Reconciliation are NOT statutory in Ontario. Many employers observe them as paid days anyway; that is a benefit, not a statutory obligation.

P 1

**Ontario: Stat pay + 1.5x regular rate for all hours worked OR regular pay for hours worked + substitute day off with holiday pay (requires written agreement).**

**Apply this:** Default to the stat-pay-plus-premium option unless you have a written substitute-day agreement on file. The substitute day must be taken within 3 months of the holiday (12 months by written agreement).

P 2

**BC: 1.5x regular rate for first 12 hours worked, 2x thereafter, PLUS average day's pay (calculated per F2).**

**Apply this:** BC stacks the average-day-pay calculation on top of the premium. Two calculations in one pay period for any employee working a stat.

P 3

**Alberta: 1.5x regular rate for hours worked, PLUS average daily wage (calculated per F3).**

**Apply this:** Alberta also stacks. Premium pay PLUS the average daily wage. Not one or the other.

P 4

**Quebec: Regular pay for hours worked PLUS a holiday indemnity (calculated per F4).**

**Apply this:** No automatic 1.5x premium in Quebec for stat holidays. The indemnity IS the premium. Collective agreements often add a multiplier on top.

P 5

**Federal: 1.5x for hours worked, PLUS regular day's pay.**

**Apply this:** Federal employees who work a stat get both: the premium hours and the day's pay they would have earned anyway.

P 6

**Substitute day option: most provinces allow swapping the stat day for a paid day off within a window (typically 3 months).**

**Apply this:** The agreement must be in writing, the substitute day must be paid at the holiday-pay rate, and the swap is not automatic. Default to premium-plus-pay unless the substitute agreement is on file.

E 1

**Ontario "first and last day" rule: to qualify, the employee must work all of their last scheduled shift before the holiday AND all of their first scheduled shift after.**

**Apply this:** Employees who miss either shift without reasonable cause forfeit stat pay. "Reasonable cause" is the dispute zone. Document approved time-off requests carefully so the entitlement is not contested.

E 2

**Part-time employees are entitled to stat pay in every Canadian province. No hours-worked threshold.**

**Apply this:** The formula naturally produces a proportionally lower amount based on earnings in the lookback period. Do not exclude part-time employees from stat pay calculations.

E 3

**Employees on unpaid leave: most provinces still entitle them to stat pay if the holiday falls during their leave period AND they were employed when the stat occurred.**

**Apply this:** Parental leave, sick leave, leave of absence: confirm in provincial ESA. Most jurisdictions hold the entitlement; some prorate based on the lookback period.

E 4

**Multi-province employees (one who works in Ontario but lives in Quebec, or splits between BC and Alberta).**

**Apply this:** Province of employment per the contract drives the formula, not province of residence. If unclear, default to the higher-floor province. Document the rule applied so the calculation can be re-explained six months later.

E 5

**The commission trap (Quebec): every commission-based or partly-commission employee gets the 1/60 of 12-week formula, NOT the 1/20 of 4-week formula.**

**Apply this:** This is the rule that drove the RBC \$800M class-action. If a Quebec employee has any commission component, flag them as commission-based and apply the 1/60 formula. Half-commission half-salary employees: 1/60 on the commission portion, 1/20 on the salary portion.

# Where every formula and date came from.

## Primary sources:

- **Ontario Employment Standards Act, 2000.** Part X public holidays. [ontario.ca/document/your-guide-employment-standards-act-0/public-holidays](https://www.ontario.ca/document/your-guide-employment-standards-act-0/public-holidays).
- **British Columbia Employment Standards Act.** Part 5 statutory holidays.
- **Alberta Employment Standards Code.** Part 2 Division 4 general holidays.
- **Quebec Act respecting labour standards.** division on statutory holidays and indemnity.
- **Canada Labour Code Part III.** federal general holidays.

## Enforcement context:

- Ontario maximum ESA fine: \$100,000 per violation (Working for Workers Five Act, October 2024). Repeat offenders: up to \$750,000 (Working for Workers Seven Act, 2025).
- Class-action exposure: \$1.2B combined claimed against Canadian banks and insurance companies for vacation and stat pay violations (CBC News, March 2021).
- RBC \$800M class-action specifically over commissions excluded from stat pay for investment advisors.
- Ontario Ministry of Labour: \$60M in outstanding wage orders (CBC, November 2024). Recovery rate under 30%.

**Workzoom's role.** Workzoom applies the correct provincial stat holiday formula automatically for every employee, every holiday. Multi-province employers run one payroll cycle; the engine handles the formula switching per employee record. Pricing starts at \$4 per employee per month per suite, no setup fees, month-to-month. Reference customers across Canada include County of Renfrew (900 employees, multiple Ontario stat scenarios), Silvera for Seniors (400 employees, Alberta), and Driving Change Automotive Group (multi-dealership across SK and AB).

This document is operational guidance, not legal advice. Confirm specific holiday-pay calculations with the relevant provincial Ministry of Labour or a Canadian employment lawyer before issuing pay.

CLOSING · HOW WORKZOOM HANDLES STAT HOLIDAYS

# Stop guessing at stat pay formulas.

Workzoom applies the correct provincial formula automatically for every employee, every holiday. Ontario fixed divisor 20. BC actual days worked. Quebec 1/60 commission formula. No spreadsheets, no manual lookups, no class-action exposure for a missed commission line.

PER-PROVINCE FORMULA | \$4 / EMPLOYEE / MONTH | MONTH-TO-MONTH

## NEXT STEP

### Book a 30-minute walkthrough on production data.

We will pull a sample multi-province stat run from County of Renfrew or Silvera for Seniors and walk the per-employee formula application. Bring this rate card; we will answer every line on the spot.

[workzoom.com / canada](https://workzoom.com/canada)