

Bermuda

Worker Classifications

There are no official subcategories of Workers in Bermuda.

Fixed Term Contracts

Fixed-term contracts are permitted to complete a specific project, cover another Worker's absence, or meet a business' short-term needs. Fixed-term contracts may be terminated early by either party, but the employer must give the employee reasonable notice of termination. The specific notice period will vary depending on the length of the contract and the circumstances of the termination.

Probationary Periods

The maximum contractual probationary period is 6 months. The probationary period can be extended once for an additional 3-month period, for a total maximum probationary period of 9 months. Halfway through a Worker's probationary period, the Worker is entitled to receive a performance review. No notice is required for termination during the probationary period, but the termination can only be related to the Worker's performance, the Worker's conduct, or the operational requirements of the business. Workers are entitled to all social and health insurance benefits during their probationary period.

Holidays

Bermuda recognizes 10 public holidays. Generally, holidays are paid days off at the Workers' usual daily wage. If required to work, Workers should receive 1.5x their daily wage or regular pay with an alternative day off. If a Worker is absent the day before or after a public holiday unless they have used vacation or sick leave, they will not be entitled to pay for the holiday.

Vacation

Workers are entitled to at least 2 weeks of paid vacation per year. 1 week can be taken after 6 months of continuous employment. Vacation does not roll over year to year. Untaken paid leave must be paid at termination.

Sick Leave

Workers receive a minimum of 8 paid sick days after 1 year of continuous employment. Workers are not entitled to paid leave after the second consecutive sick day unless the Worker provides a doctor's note certifying that they have examined the worker and determined that the Worker is unable to work due to the sickness or injury. Workers may be able to be terminated after 6 weeks of illness.

Working Hours

A standard work week is 8 hours per day, 40 hours per week. Workers are entitled to a 30-minute unpaid meal break after 5 consecutive hours worked. 24 consecutive hours of rest must be provided each week.

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Overtime

Work over 40 hours per week is considered overtime. Overtime is paid at 1.5x the Workers' usual rate or compensated with time in lieu of pay.

Mandatory Bonuses

There are no mandatory bonuses in Bermuda.

Termination

Termination must be for just cause. Just cause for termination in Bermuda is connected to the Worker's ability, performance, conduct, or the operational requirements of the business. If requested, the Worker must be provided with a certificate of termination indicating the reason for termination. For misconduct, the Worker must be provided with a written warning in the event of repeated misconduct or unsatisfactory performance and must be provided with time to improve. Workers must be provided with one month's notice of termination. Workers are entitled to 2 weeks' wages as severance per 1 year of continuous employer for up to 10 years. Thereafter, 3 weeks of wages as severance are payable up to a maximum of 26 weeks.

Resignation

Workers are required to give notice as determined by their pay frequency. Workers must give 1 months' notice.

Benefits

Workers are entitled to 50% minimum health insurance coverage for themselves and their spouse. 5% pension contributions.