

## Canada

### Worker Classifications

There are no official subcategories of Workers in Canada.

### Fixed Term Contracts

Most contracts in Canada are indefinite. However, fixed term contracts are permitted and naturally expire at the end of the term unless there is just cause to end the contract early.

### Probationary Periods

Probationary periods are permitted. There are no restrictions on duration, but are generally three months. Termination requirements during a probationary period vary by jurisdiction.

### Holidays

Each province/territory recognizes different statutory/public holidays and has different eligibility criteria. The number of holidays recognized ranges from 7 to 10.

### Vacation

Most Canadian Workers are entitled to vacation pay equivalent to 4% of their gross wages, commission earnings, and work-related bonuses. Vacation is included in each paycheck and the Worker is unpaid when they use vacation time.

### Sick Leave

Provinces and territories provide varying amounts of paid and unpaid leave for the illness of a Worker and/or their family.

### Working Hours

A regular workweek is generally Monday through Friday, eight hours per day, 40 hours per week, but it varies by jurisdiction. Some provinces mandate periods of rest.

### Overtime

Overtime is paid in accordance with the applicable provincial/territorial law, which is generally a rate of 1.5 of the regular pay.

### Mandatory Bonuses

There are no mandatory bonuses in Canada.

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### Termination

Employers are required to provide written notice must be provided for termination or pay in lieu. Notice of termination of employment, once given, cannot be withdrawn without the consent of the worker. The amount of notice required is based on the province or territory and the worker's length of service. Generally, the following is required: less than 3 months - no notice; 3 months but less than 1 year - 1 week; 1 year but less than 3 years - 2 weeks; after 3 years - an additional week per year up to a maximum of 8 weeks.

### Resignation

Workers must give Client and/or Contractor two weeks' notice of termination of their employment unless otherwise agreed by the parties.

### Other End Of Employment Rules

In most provinces, collective dismissal requires varying amounts of notice depending upon the number of Workers affected.

### Unique Country Nuisances

Employment law for most industries is regulated at the provincial/territorial level. The average provisions have been included here, but there may be variances depending upon the location of the Worker.