Newfoundland & Labrador Employment Standards

Eye Care Collective

Annual Vacation Entitlements

Two weeks per year after 12 consecutive months, subject to the employee working 90 percent of the normal working hours in the continuous 12-month period, and three weeks per year after 15 years of continuous employment.

Averaging Agreements

Averaging agreements are not legislated in Newfoundland and Labrador employment legislation.

Calculating Overtime

Overtime hours are calculated on any hours worked in excess of 40 hours in a week.

Employer Termination Notice

- No notice required for less than 90 days of employment;
- One week of notice for three consecutive months of employment but less than two years;
- Two weeks of notice for two consecutive years of employment but less than five years;
- Three weeks of notice for five consecutive years of employment but less than 10;
- Four weeks of notice for 10 consecutive years of employment but less than 15 years; and
- Six weeks of notice for 15 or more years of consecutive employment.

Hours Free From Work

24 consecutive hours free from work every week. Whenever possible, this day should be granted on a Sunday.

Maximum Hours Before Overtime

40 hours per week.

Medical Certificates

Employers cannot ask for a medical certificate for:

- Communicable disease emergency leave.

Minimum Daily Hours of Work

Employees who report to work for a scheduled shift of three hours or greater and are not required to work are entitled to work for at least three hours or be paid for any unworked portion of the three hours at the minimum wage rate.

Minimum Wage

$16.35 per hour.

Overtime Rate

At least 1.5 times the minimum wage rate for hours worked in excess of 40 hours per week.

Overtime Required?

No, employers cannot require overtime unless stated in a collective agreement or employment contract.

Pay for Public Holidays Worked

Regular wage rate for the hours worked plus the wages the employee would have earned for a normal working day; or a substitute paid day off, taken within 30 days; or an additional paid vacation day.

Protected Leaves

Please note that entitlements included within this document are reflective of current status as of October 1, 2026. Some items may be affected by future legislative changes and members are advised to consult applicable legislation as required.

- Pregnancy leave;
- Adoption leave;
- Parental leave;
- Bereavement leave;
- Sick and family responsibility leave;
- Unpaid leave for reservists;
- Compassionate care leave;
- Leave related to critical illness;
- Crime-related child death or disappearance leave;
- Family violence leave;
- Communicable disease emergency leave;
- Leave related to long-term illness, long-term injury, or organ donation
- Time for voting; and
- Jury or court duty leave.

Public/Statutory/General Holidays

1. New Year's Day;
2. Good Friday;
3. Memorial Day (Canada Day);
4. Labour Day;
5. Remembrance Day; and
6. Christmas Day.

Scheduled Breaks

An employee must be provided with an uninterrupted one-hour break after five consecutive hours of work.

Termination Pay in Lieu of Notice

Termination pay in lieu of notice is equal to all regular wages the employee would have earned in those weeks if they had worked throughout the applicable notice period.

Time off in Lieu

An employee and an employer may agree in writing that the employee may bank overtime hours, to be taken as 1.5 hours of paid time off for each hour of overtime worked. The time must be taken within three months after it was earned or, if the employee and employer agree, within 12 months after it was earned.

Training Requirements

- Occupational Health and Safety Awareness
- WHMIS 2015
- Workplace Violence and Harassment

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