

## Minimum Notice or Pay in Lieu of Notice Requirements Under the Employment Standards Acts

Canada Notice Periods by Province			
<b>Alberta Notice Periods</b>			
Less than 90 days	No notice period		
90 days but less than 2 years	1 week		
2 years but less than 4 years	2 weeks		
4 years but less than 6 years	4 weeks		
6 years but less than 8 years	5 weeks		
8 years but less than 10 years	6 weeks		
10 or more years	8 weeks		
<b>British Columbia Notice Periods</b>			
Less than 3 months	No notice period		
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.			
<b>Manitoba Notice Periods</b>			
Less than 30 days	No notice period		
30 days but less than 1 year	1 week		
1 year but less than 3 years	2 weeks		
3 years but less than 5 years	4 weeks		
5 years but less than 10 years	6 weeks		
10 or more years	8 weeks		
<b>Nova Scotia Notice Periods</b>			
Less than 3 months	No notice period		
3 months but less than 2 years	1 week		
2 years but less than 5 years	2 weeks		
5 years but less than 10 years	4 weeks		
More than 10 years	8 weeks		
<b>Ontario Notice Periods</b>			
Less than 3 months	No notice period		
3 months but less than 1 year	1 week		
1 year but less than 3 years	2 weeks		
3 years but less than 4 years	3 weeks		
4 years but less than 5 years	4 weeks		
5 years but less than 6 years	5 weeks		
6 years but less than 7 years	6 weeks		
7 years but less than 8 years	7 weeks		
8 years or more	8 weeks		
<b>Quebec Notice Periods</b>			
Less than 3 months	No notice period		
3 months but less than 1 year	1 week		
1 year but less than 5 years	2 weeks		
5 years but less than 10 years	4 weeks		
10 or more years	8 weeks		
<b>Saskatchewan Notice Period</b>			
Less than 13 consecutive weeks	No notice period		
More than 13 consecutive weeks	1 week		
1 year but less than 3 years	2 weeks		
3 years but less than 5 years	4 weeks		
5 years but less than 10 years	6 weeks		
10 years or more	8 weeks		