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2027 HR compliance calendar: British Columbia

Paid public holidays, payroll deadlines, workers' compensation filings and rule changes. Online version with sources: staffkin.com/compliance-calendar/british-columbia/

January 2027

Fri 1 Jan	**New Year's Day (Public holiday)** Paid public holiday.
Fri 1 Jan	**2027 EI premium rates start (Tax and payroll)** From 1 January 2027 the employee EI premium rate is $1.64 per $100 of insurable earnings and the employer rate is $2.30 per $100. Maximum insurable earnings rise to $70,800, so the most an employee pays in 2027 is $1,161.12 and the most an employer pays per employee is $1,625.57. In Quebec, where the Quebec Parental Insurance Plan applies, the rates are $1.29 (employee) and $1.81 (employer) per $100. The 2027 CPP rates and maximums had not been published on the CRA payroll pages when we checked on 5 November 2026, so check them before your first 2027 pay run. Who: All employers with payroll.

February 2027

Mon 15 Feb	**Family Day (Public holiday)** Paid public holiday.
Sun 28 Feb	**WorkSafeBC annual payroll report due (Workers' comp)** If you report to WorkSafeBC once a year, report your 2026 payroll and pay your premiums online. WorkSafeBC lists 28 February as the due date, which is a Sunday in 2027. The same WorkSafeBC page also lists some due dates in early March, so check the date shown in your online account. The WorkSafeBC page does not say what happens when the date falls on a weekend, so check with WorkSafeBC. Who: BC employers who report payroll annually.

March 2027

Mon 1 Mar	**2026 T4 slips and T4 Summary due (Tax and payroll)** File your 2026 T4 slips and T4 Summary with the Canada Revenue Agency (CRA) and give each employee their T4 slips. The deadline is the last day of February, but when that day is a Saturday or Sunday the CRA moves it to the next business day. 28 February 2027 is a Sunday, so the deadline is Monday 1 March 2027. If your business closes, the deadline is 30 days after it stops operating. Who: All employers who paid employment income in 2026.
Fri 26 Mar	**Good Friday (Public holiday)** Paid public holiday.
Mon 29 Mar	**Easter Monday (Other)** Not a statutory holiday in British Columbia. Listed because many people expect it to be one.

Wed 31 Mar — **Employer health tax return due (Tax and payroll)**

File your 2026 employer health tax return and pay any balance by 31 March 2027. If the due date falls on a weekend or BC statutory holiday, it moves to the next business day. Employers with BC remuneration of $1,000,000 or less do not pay employer health tax. Who: BC employers with 2026 BC remuneration over $1,000,000.

May 2027

Mon 24 May — **Victoria Day (Public holiday)**

Paid public holiday.

June 2027

Tue 1 Jun — **Minimum wage change scheduled (Pay)**

The general minimum wage in British Columbia is $18.25 an hour (since 1 June 2026). It is next scheduled to change on 1 June 2027. The rate is indexed to inflation. The new amount had not been published when we checked on 27 October 2026. Who: All employers in British Columbia.

Tue 15 Jun — **Employer health tax instalment due (Tax and payroll)**

If your 2026 employer health tax was more than $2,925, pay a 2027 instalment by this date. Instalments are due 15 June, 15 September and 15 December. Each one is 25% of the lesser of your 2026 tax or your estimated 2027 tax. Who: BC employers whose 2026 employer health tax was more than $2,925.

July 2027

Thu 1 Jul — **Canada Day (Public holiday)**

Paid public holiday.

August 2027

Mon 2 Aug — **British Columbia Day (Public holiday)**

Paid public holiday.

September 2027

Mon 6 Sep — **Labour Day (Public holiday)**

Paid public holiday.

Wed 15 Sep — **Employer health tax instalment due (Tax and payroll)**

If your 2026 employer health tax was more than $2,925, pay a 2027 instalment by this date. Instalments are due 15 June, 15 September and 15 December. Each one is 25% of the lesser of your 2026 tax or your estimated 2027 tax. Who: BC employers whose 2026 employer health tax was more than $2,925.

Thu 30 Sep — **National Day for Truth and Reconciliation (Public holiday)**

Paid public holiday.

October 2027

Mon 11 Oct — **Thanksgiving Day (Public holiday)**
Paid public holiday.

November 2027

Mon 1 Nov — **Pay transparency report due (Reporting)**
Post your 2027 pay transparency report by 1 November 2027 if you had 50 or more employees in British Columbia on 1 January 2027. Count everyone based in BC, whether they work on site or remotely. Reports are due by 1 November every year. Who: BC employers with 50 or more employees in BC on 1 January 2027.

Thu 11 Nov — **Remembrance Day (Public holiday)**
Paid public holiday.

December 2027

Wed 15 Dec — **Employer health tax instalment due (Tax and payroll)**
If your 2026 employer health tax was more than $2,925, pay a 2027 instalment by this date. Instalments are due 15 June, 15 September and 15 December. Each one is 25% of the lesser of your 2026 tax or your estimated 2027 tax. Who: BC employers whose 2026 employer health tax was more than $2,925.

Sat 25 Dec — **Christmas Day (Public holiday)**
Falls on a Saturday in 2027. Check with British Columbia's Employment Standards Branch about what you owe an employee for whom 25 December is not a working day.

Sun 26 Dec — **Boxing Day (Other)**
Not a statutory holiday in British Columbia. You can choose to give the day off.

Every month or every year, no fixed date

Payroll remittances to the CRA (regular remitters): Every month, by the 15th

Income tax, CPP contributions and EI premiums you deduct, plus your share of CPP and EI, must reach the CRA by the 15th of the month after the month you paid your employees. Due dates follow the pay day, not the pay period. For example, deductions from pay you gave on 29 January 2027 are due by 15 February 2027. New employers are regular remitters. When a due date falls on a Saturday, Sunday or a public holiday the CRA recognizes, your payment is on time if the CRA receives it by the next business day.

Payroll remittances to the CRA (quarterly and accelerated remitters): On the schedule the CRA gives you

Quarterly remitters (small employers with an average monthly withholding under $3,000 and a perfect compliance history) remit by 15 April, 15 July, 15 October and 15 January. Accelerated threshold 1 remitters (average monthly withholding of $25,000 to $99,999.99) remit by the 25th for pay from the 1st to the 15th of a month, and by the 10th of the next month for pay from the 16th to the end of the month. Accelerated threshold 2 remitters ($100,000 or more) remit within 3 working days after the 7th, 14th, 21st and last day of each month, electronically or at a Canadian financial institution. The next business day rule for weekends and holidays applies.

Record of Employment (ROE): Each time an employee has, or is expected to have, 7 consecutive days with no work and no insurable earnings

Electronic ROE, weekly, biweekly or semi-monthly pay: within 5 calendar days after the end of the pay period in which the

interruption happens. Electronic ROE, monthly pay: the earlier of 5 calendar days after the end of the pay period or 15 calendar days after the first day of the interruption. Paper ROE: within 5 calendar days of the first day of the interruption, or the day you learn of it. Keep your copy for 6 years.

Regular pay days: Every pay period

At least twice a month, and within 8 days after the pay period ends.

Final pay when an employee leaves: Each time employment ends

Within 48 hours after you dismiss an employee, or within 6 days after an employee resigns. Plan the Record of Employment at the same time.

Statutory holiday pay: Each statutory holiday

An employee qualifies after 30 calendar days of employment and having worked on at least 15 of the 30 days before the holiday. A qualifying employee who has the day off is paid an average day's pay.

General information, not legal advice. Checked against official sources on 5 November 2026. Dates and rates can change; confirm with the agency before you rely on a date. Sources for every item are listed at staffkin.com/compliance-calendar/british-columbia/.