Free HR calendar from Staffkin

2027 HR compliance calendar: federally regulated employers

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

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.

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.
Mon 1 Mar	**Harassment and violence annual report due (Reporting)** Send the Labour Program your Employer's Annual Harassment and Violence Occurrence Report for 2026 (1 January to 31 December 2026) by 1 March 2027, even if there were no occurrences. Keep these records for 10 years. Who: Federally regulated employers.
Fri 26 Mar	**Good Friday (Public holiday)** Paid public holiday.
Mon 29 Mar	**Easter Monday (Other)** Not one of the 10 general holidays under the Canada Labour Code. Listed because some provincial employers and offices close.

April 2027

Thu 1 Apr	**Minimum wage change scheduled (Pay)** The general minimum wage in the federal jurisdiction is $18.15 an hour (since 1 April 2026). It is next scheduled to change on 1 April 2027. The new rate is set by inflation and had not been published when we checked on 27 October 2026. If the provincial or territorial rate where the work is done is higher, the higher rate applies. Who: Federally regulated employers.

May 2027

Mon 24 May — **Victoria Day (Public holiday)**
Paid public holiday.

June 2027

Tue 1 Jun — **Employment equity annual report due (Reporting)**
If the Employment Equity Act covers you, submit your annual employment equity report on or before 1 June 2027, using information as of 31 December 2026. Most small businesses are not covered: the Act applies to federally regulated private-sector employers with 100 or more employees. Who: Federally regulated private-sector employers with 100 or more employees.

Wed 30 Jun — **Pay equity annual statement due (Reporting)**
Submit your annual statement to the Pay Equity Commissioner by 30 June 2027 through the Annual Statement Portal, even if your pay equity plan has not changed. Update your employee count and employer profile each time. The Pay Equity Act applies to federally regulated employers with an average of 10 or more employees. Who: Federally regulated employers with an average of 10 or more employees.

July 2027

Thu 1 Jul — **Canada Day (Public holiday)**
Paid public holiday.

September 2027

Mon 6 Sep — **Labour Day (Public holiday)**
Paid public holiday.

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

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

December 2027

Sat 25 Dec — **Christmas Day (Public holiday)**
Falls on a Saturday in 2027. If it is a non-working day for the employee, the employee gets a paid day off on the working day just before or just after it.

Sun 26 Dec **Boxing Day (Public holiday)**

Falls on a Sunday in 2027. If it is a non-working day for the employee, the employee gets a paid day off on the working day just before or just after it.

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

Pay on your regular pay day. The official pages do not state a maximum interval.

Final pay when an employee leaves: Each time employment ends

Amounts owed are due within 30 days. Vacation pay is due within 30 days of the last day worked. Plan the Record of Employment at the same time.

General holiday pay: Each general holiday

For most employees, holiday pay is at least 1/20 of the wages (not counting overtime) earned in the 4 weeks before the week of the holiday. An employee who works on a general holiday is paid at least 1.5 times their regular rate for those hours, on top of holiday 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/federal/.