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2027 HR compliance calendar: Manitoba

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

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 — **Louis Riel Day (Public holiday)**
Paid public holiday.

Sun 28 Feb — **WCB Manitoba annual payroll report due (Workers' comp)**
Report your actual 2026 payroll and an estimate for 2027 by the last day of February (Sunday 28 February 2027). If you don't report, the WCB sets your premium for you and adds a 10% non-reporting penalty. The board's page does not say what happens when the date falls on a weekend, so check with the WCB. Who: Manitoba employers with a WCB account.

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.

Wed 31 Mar — **Health and education levy annual report due (Tax and payroll)**
If you had taxable remuneration in 2026, file your Health and Post Secondary Education Tax Levy (HE Levy) annual report for 2026 by 31 March 2027. If the 31st is on a weekend or public holiday, the due date is the next business day. Who: Manitoba employers with taxable remuneration in 2026.

May 2027

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

July 2027

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

August 2027

Mon 2 Aug — **Terry Fox Day (Other)**
Not a general holiday. You decide whether to give the day off with pay.

September 2027

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

Thu 30 Sep — **Orange Shirt Day (National Day for Truth and Reconciliation) (Public holiday)**
Unlike the other general holidays, you cannot substitute another day for it.

October 2027

Fri 1 Oct — **Minimum wage change scheduled (Pay)**
The general minimum wage in Manitoba is $16.40 an hour (since 1 October 2026). It is next scheduled to change on 1 October 2027. The new amount had not been announced when we checked on 27 October 2026. Who: All employers in Manitoba.

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

November 2027

Thu 11 Nov — **Remembrance Day (Other)**
Not a general holiday. Manitoba's Remembrance Day Act has its own rules about which businesses can open and about pay for employees who work that day, and you cannot move it to another day.

December 2027

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

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

Twice a month, and within 10 working days of the end of the pay period.

Final pay when an employee leaves: Each time employment ends

Within 10 business days of the last day worked. Plan the Record of Employment at the same time.

General holiday pay: Each general holiday

Most employees get general holiday pay whether they work or not. For employees whose hours or wages vary, it is 5% of gross wages (not counting overtime) in the 4 weeks before the holiday. An employee who works on the holiday is normally paid 1.5 times their regular rate for those hours, plus holiday pay.

Health and education levy monthly returns: Every month, by the 15th

If you pay the HE Levy, file your monthly return and payment by the 15th of the next month (for example, March by 15 April). When the 15th falls on a weekend or public holiday, the due date is the next business day.

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/manitoba/.