Free HR calendar from Staffkin

2027 HR compliance calendar: Newfoundland and Labrador

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

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

Sun 28 Feb — **WorkplaceNL annual employer statements due (Workers' comp)**
File your Annual Employer Statements for 2026, including the Employer Payroll Statement, through MyWorkplaceNL connect by the last day of February (Sunday 28 February 2027). Employers who miss the due date do not qualify for a PRIME refund. The board's page does not say what happens when the date falls on a weekend, so check with WorkplaceNL. Who: Newfoundland and Labrador employers registered with WorkplaceNL.

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.

April 2027

Thu 1 Apr — **Minimum wage change scheduled (Pay)**
The general minimum wage in Newfoundland and Labrador is $16.35 an hour (since 1 April 2026). It is next scheduled to change on 1 April 2027. The rate is indexed to inflation. The new amount had not been announced when we checked on 27 October 2026. Who: All employers in Newfoundland and Labrador.

July 2027

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

September 2027

Mon 6 Sep — **Labour 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. Check with the province's Labour Standards division 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

At least twice a month, and within 7 days after the pay period ends.

Final pay when an employee leaves: Each time employment ends

Within 1 week of termination. Plan the Record of Employment at the same time.

Paid public holiday pay: Each paid public holiday

To qualify, an employee must have been employed for at least 30 calendar days before the holiday and work their scheduled shifts before and after it. A qualifying employee who does not work gets an average day's pay. An employee who works on the holiday gets twice their regular rate for those hours, or another paid day off within 30 days, or an extra vacation day.

Health and Post-Secondary Education Tax (HAPSET) returns: Within 20 days after each reporting period

If you owe HAPSET, file your return with the Department of Finance within 20 days after the end of your reporting period (for monthly filers, by the 20th of the next month).

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/newfoundland-and-labrador/.