Free HR calendar from Staffkin

2027 HR compliance calendar: Ontario

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

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.

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 15 Mar — **Employer Health Tax annual return due (Tax and payroll)**
File your 2026 Employer Health Tax (EHT) annual return and pay any amount owing on or before 15 March 2027. Employers with total Ontario remuneration under $1.2 million do not pay monthly instalments; they file and pay once, by 15 March. Associated employers share one exemption, and one of them must send the exemption allocation form by 15 March. Who: Ontario employers who owe EHT for 2026.

Fri 26 Mar — **Good Friday (Public holiday)**
Paid public holiday.

Mon 29 Mar — **Easter Monday (Other)**
Not a public holiday under the Employment Standards Act. Some employers give it.

Wed 31 Mar — **WSIB annual reconciliation due (monthly reporters) (Workers' comp)**
If you report and pay WSIB premiums monthly, submit your 2026 reconciliation by 31 March 2027, even if the difference or your insurable earnings are zero. Quarterly and annual reporters do not reconcile. Who: Schedule 1 employers who report to the WSIB monthly.

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 — **Civic Holiday (Other)**
Not a public holiday under the Employment Standards Act, so you do not have to give it. Many employers do.

September 2027

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

October 2027

Fri 1 Oct — **Minimum wage change scheduled (Pay)**
The general minimum wage in Ontario is $17.95 an hour (since 1 October 2026). It is next scheduled to change on 1 October 2027. The new amount is published by 1 April. It had not been published when we checked on 27 October 2026. Who: All employers in Ontario.

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

November 2027

Thu 11 Nov — **Remembrance Day (Other)**
Not a public holiday under the Employment Standards Act. Some employers give it.

December 2027

Sat 25 Dec — **Christmas Day (Public holiday)**
Falls on a Saturday in 2027. An employee who does not normally work that day gets a substitute day off with public holiday pay, or public holiday pay for the day if they agree electronically or in writing.

Sun 26 Dec — **Boxing Day (Public holiday)**
Falls on a Sunday in 2027. An employee who does not normally work that day gets a substitute day off with public holiday pay, or public holiday pay for the day if they agree electronically or in writing.

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

Set a regular pay period and a regular pay day. The official guide does not state a maximum interval.

Final pay when an employee leaves: Each time employment ends

The later of 7 days after employment ends or the employee's next regular pay day. Plan the Record of Employment at the same time.

Pay and other details in job postings (25 or more employees): Every public job posting

State the expected pay or a pay range (no wider than $50,000 a year; not required if pay is over $200,000). Say whether the job is an existing vacancy and whether AI is used to screen or select applicants, and do not require Canadian experience. Keep postings and application forms for 3 years after the posting ends.

Tell interviewed applicants the outcome (25 or more employees): Within 45 days of each interview

Tell each applicant you interviewed whether a hiring decision has been made.

Basic terms in writing for new hires: Before each new hire's first day

Since 1 July 2025, give new employees their basic terms of employment in writing before they start.

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/ontario/.