Free HR calendar from Staffkin

2027 HR compliance calendar: Quebec

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

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 — **2026 RL-1 slips and RL-1 summary due (Tax and payroll)**

File your 2026 RL-1 slips and the RL-1 summary (RLZ-1.S-V) with Revenu Québec and give your employees their RL-1 slips. The usual deadline is the last day of February. Revenu Québec says that because 28 February 2027 is a Sunday, the deadline is extended to Monday 1 March 2027. Who: Quebec employers.

Mon 15 Mar — **CNESST annual salary statement due (Workers' comp)**

Send your 2026 annual salary statement (Déclaration des salaires) to the CNESST by 15 March 2027, even if you paid no wages in 2026. You can file it in MonEspace CNESST, or an accountant can file it for you. Who: Quebec employers registered with the CNESST.

Fri 26 Mar — **Good Friday or Easter Monday (Public holiday)**

You choose one: Good Friday (26 March 2027) or Easter Monday (29 March 2027).

May 2027

Sat 1 May — **Minimum wage change scheduled (Pay)**

Quebec's minimum wage changes each 1 May. The general rate is $16.60 an hour (since 1 May 2026), and the tipped-employee rate is $13.30. The 2027 amounts had not been stated when we checked on 27 October 2026. Who: All employers in Quebec.

Mon 24 May — **National Patriots' Day (Public holiday)**
Paid public holiday.

June 2027

Thu 24 Jun — **Fête nationale du Québec (National Holiday) (Public holiday)**
The only condition for this holiday is that the person is employed on 24 June.

July 2027

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

September 2027

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

October 2027

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

December 2027

Sat 25 Dec — **Christmas Day (Public holiday)**
Falls on a Saturday in 2027. Check with the CNESST 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 intervals of 16 days or less (one month for managers and contract workers).

Final pay when an employee leaves: Each time employment ends

Wages on the regular pay day. Other amounts within 2 weeks. Plan the Record of Employment at the same time.

Statutory holiday pay: Each statutory holiday

The holiday indemnity is 1/20 of the wages earned in the 4 complete weeks of pay before the week of the holiday, not counting overtime. If an employee works on the holiday, you pay the indemnity or give a substitute day off, taken within 3 weeks before or after the holiday.

Job offers in French: Every job offer you publish

Write job offers in French. A version in another language can be published at the same time.

Source deductions and Health Services Fund remittances: On the schedule Revenu Québec gives you

Remit Quebec source deductions and employer contributions, including your Health Services Fund contribution, to Revenu Québec together. Monthly remitters (including new employers) pay by the 15th of the month after the month of pay. Quarterly remitters pay by 15 April, 15 July, 15 October and 15 January. Other remitters pay twice a month, weekly or once a year.

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/quebec/.