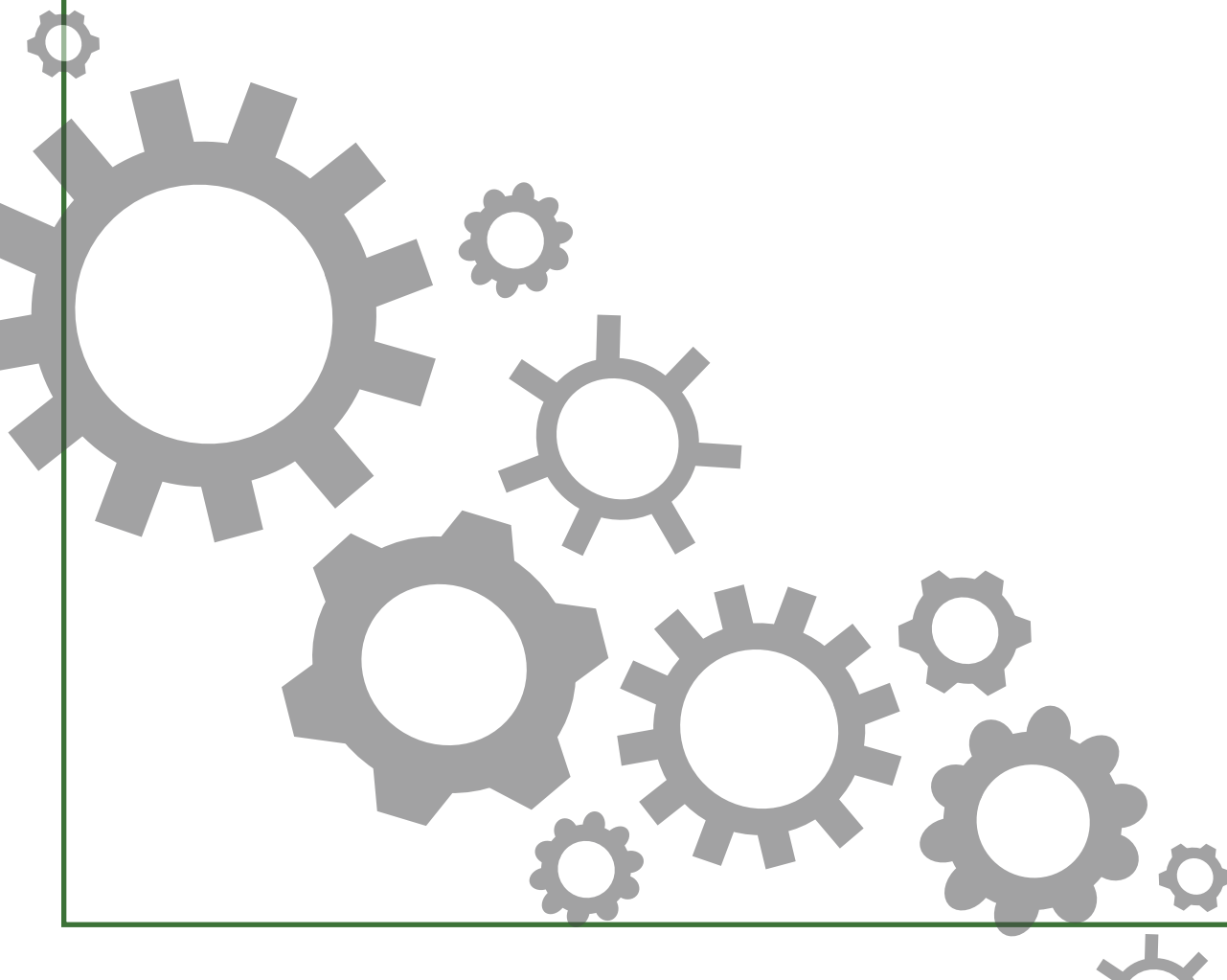




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POLICIES & PRACTICES SURVEY REPORT **2026**



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Report Highlights



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Percent of Organizations				
President/ CEO	Other Executives	Mgmt./Sup.	Prof. & Tech.	Clerical/ Admin.

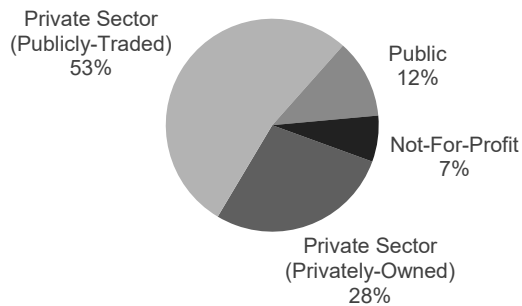
Vacation Entitlement

1 Unlimited vacation provided					
No	97.9	99.1	99.1	99.5	99.5
Unlimited vacation provided	2.1	0.9	0.9	0.5	0.5
2 Vacation entitlement typically negotiated					
Employees earn vacation days based on years of service	61.6	65.8	76.8	81.6	83.9
Employees earn a flat number of vacation days, regardless of years of service	18.4	17.4	9.5	7.0	6.7
Vacation time is negotiated at time of hire	20.0	16.9	13.7	11.4	9.4
3 Flat number of vacation days earned annually					
Average	26	22	20	18	17
Median	25	21	20	15	15
4 Employees permitted to take vacation on a pro-rated basis during their first year of employment					
Yes	95.8	95.9	95.8	96.0	96.3
No	4.2	4.1	4.2	4.0	3.8
5 Vacation entitlement based on years of service					
a. Minimum amount of vacation time for a new hire					
2 weeks	9.4	9.0	11.7	13.2	17.9
3 weeks	41.0	38.9	48.8	66.2	68.2
4 weeks	33.3	38.9	38.3	19.9	13.2
5 weeks	13.7	10.4	1.2	0.7	0.7
6 weeks	2.6	2.8	0.0	0.0	0.0
7 weeks	0.0	0.0	0.0	0.0	0.0
8 weeks or more	0.0	0.0	0.0	0.0	0.0
b. Number of years of service before vacation entitlement increases					
After 1 year of service	8.5	5.6	6.2	6.6	6.6
After 2 years of service	6.0	9.7	9.9	10.6	13.2
After 3 years of service	7.7	6.3	6.8	7.3	9.9
After 4 years of service	8.5	9.0	10.5	12.6	11.9
After 5 years of service	29.1	25.7	23.5	24.5	24.5
After 6 years of service	5.1	4.2	4.3	6.6	4.6
After 7 years of service	14.5	11.8	13.6	11.9	11.3
After 8 years of service	6.8	6.9	6.8	7.3	7.3
After 9 years of service	1.7	1.4	1.9	2.0	1.3
After 10 years or more of service	12.0	19.4	16.7	10.6	9.3
Other	0.0	0.0	0.0	0.0	0.0
c. Maximum vacation entitlement					
2 weeks	0.0	0.0	0.0	0.0	0.0
3 weeks	0.0	0.0	0.0	0.0	0.0
4 weeks	5.1	5.6	8.6	13.2	16.6
5 weeks	22.0	24.3	28.4	33.1	29.1
6 weeks	55.1	51.4	49.4	41.7	41.7
7 weeks	13.6	13.9	9.9	8.6	8.6
8 weeks or more	3.4	2.8	1.2	0.7	1.3
Other	0.8	2.1	2.5	2.6	2.6
d. Number of years of service before employee reaches the maximum vacation entitlement					
Average	16	17	17	16	16
Median	17	19	19	17	17

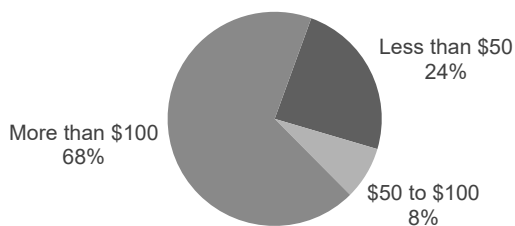
SECTION 7: SURVEY PARTICIPANTS

A total of 425 organizations provided data for this survey. The participants are broken down below by economic sector, annual revenues, number of employees, organizations and type of business.

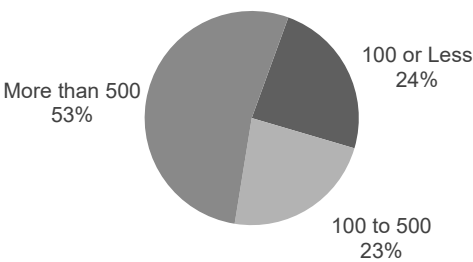
Sector of Economy



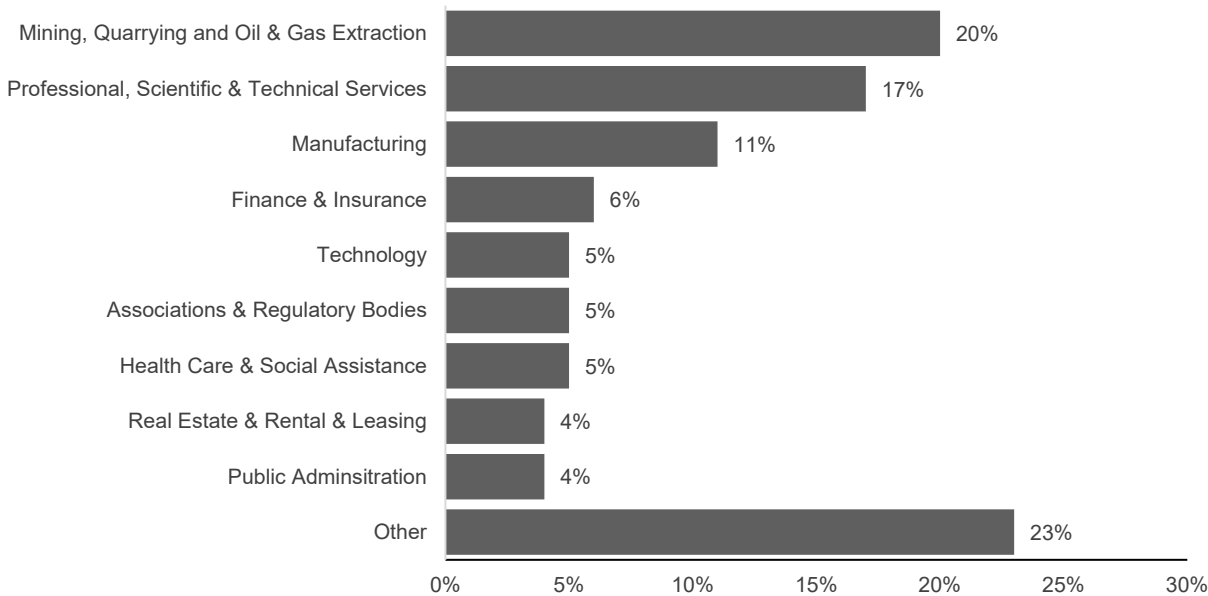
Annual Revenues (in \$Million)



Total Number of Employees



Business Classification



List of Participants

360 Engineering & Environmental Consulting Ltd. -
Canada
4AG Robotics Inc.
5N Plus Inc.

Acadian Timber Corp.
Adelantar Consulting
Advantage Energy Ltd.
Aecon Group Inc.
Aegis Brands Inc.
Ag Growth International Inc.
Agnico Eagle Mines Limited
Aimia Inc.
Air Canada
Alamos Gold Inc.
Alberta Medical Association
Algoma Central Corporation
Algonquin Power & Utilities Corp.
All Weather Windows Ltd.
Allied Properties Real Estate Investment Trust
Allnorth Consultants Limited
AltaGas Ltd.
Al-Terra Group Ltd.
AMGAS Service Inc.
Amnesty International Canada
Apex Distribution Inc.
Apex Oilfield Services (2000) Inc.
ARC Resources Ltd.
Aritzia Inc.
Associated Engineering Group Ltd.
ATCO Ltd.
Athabasca Oil Corporation
AtkinsR&A@alis Group Inc.
Atlantic Lottery Corporation Inc.
ATS Corporation
AutoCanada Inc.

B2Gold Corp.
Badger Infrastructure Solutions Ltd.
Ballard Power Systems Inc.
Bank of Montreal
Bank of Nova Scotia
Bantrel Co.
Barron Base Oil Corporation
Bausch Health Companies Inc.
Baytex Energy Corp.
BC College of Nurses & Midwives
BC College of Oral Health Professionals
BC Institute of Technology
BC Lottery Corporation
BCE Inc.
BCL Engineering Ltd.
BCNET
Beacon Community Services
Beedie Development Group
BGC Engineering Inc.
Big Rock Brewery Inc.
Birchcliff Energy Ltd.
Bird Construction Inc.
BJ Energy Solutions Canada, ULC
BKL Consultants Ltd.
BlackBerry Limited
Blackstone Drilling Fluids Limited
BMTC Group Inc.

Boardwalk REIT
Bombardier Inc.
Bonterra Energy Corp.
Boralex Inc.
Bosa Properties Inc.
Boyd Group Services Inc.
Bri-Chem Corp.
Brookfield Corporation
Brown and Caldwell Inc.
BRP Inc.

CAE Inc.
Calfrac Well Services Ltd.
Calgary Co-operative Association Limited
Cameco Corporation
Camosun College
Canada Goose Holdings Inc.
Canada Lands Company Limited
Canadian Apartment REIT
Canadian Imperial Bank of Commerce
Canadian National Railway Company
Canadian Natural Resources Limited
Canadian Pacific Kansas City Limited
Canadian Tire Corporation, Limited
Canadian Utilities Limited
Canarie
Canfor Corporation
Canterbury Coffee Corporation
Capilano University
Capital City Shopping Centre Ltd.
Capital Power Corp.
Capital Regional District
Capstone Copper Corp.
CARE Canada
CargoJet Inc.
Cariboo Regional District
Carrier Sekani Tribal Council
Cascades Inc.
Catterall & Wright Consulting Engineers
CCL Industries Inc.
Celestica Inc.
Cenovus Energy Inc.
Centerra Gold Inc.
CES Energy Solutions Corp.
CGI Inc.
ChampionX Corporation
Chartwell Retirement Residences
Chemtrade Logistics Income Fund
Children Believe
Choice Properties REIT
Chorus Aviation Inc.
CIMA+
Cineplex Inc.
City of Abbotsford
City of Burnaby
City of Coquitlam
City of Kelowna
City of New Westminster
City of Penticton
City of Surrey
City of Vancouver
City of Victoria
Clarke Inc.
Clifton Engineering Group Inc.

Cogeco Communications Inc.
 College of Nurses of Ontario
 College of Physicians & Surgeons of Alberta
 College of Physicians & Surgeons of BC
 College of Physiotherapists of Alberta
 College of Registered Nurses of Manitoba
 College of Registered Nurses of Saskatchewan
 Colliers
 Computer Modelling Group Ltd.
 Constellation Software Inc.
 Consumer Protection BC
 Continuing Legal Education Society of BC
 Corby Spirit and Wine Limited
 CORE Linepipe Inc.
 Corix Group of Companies
 Corpro Canada, Inc.
 Corus Entertainment Inc.
 Corvus Energy Inc.
 Covenant House Vancouver
 COWI North America, Ltd.
 Credit Union Central of Manitoba
 Crombie REIT
 Crosier Kilgour & Partners Ltd.
 CTM Design Services Ltd.
 CTQ Consultants Ltd.
 Cybera Inc.

D2L Inc.
 Daiya Foods Inc.
 Definity Financial Corporation
 Descartes Systems Group Inc.
 Destination Vancouver
 DIALOG
 Dillon Consulting Limited
 District of Central Saanich
 District of North Saanich
 District of Port Hardy
 Dollarama Inc.
 Dorel Industries Inc.
 Douglas College
 Dream Office REIT
 Dream Unlimited Corp.
 Dundee Corporation

Eldorado Gold Corporation
 Element Fleet Management Corp.
 Emera Incorporated
 Emily Carr University of Art & Design
 Eminence Organic Skin Care
 Enbridge Inc.
 Enerflex Ltd.
 ENGCOMP Engineering & Computing Professionals Inc.
 Enghouse Systems Ltd.
 Ensign Energy Services Inc.
 EQB Inc.
 Equilibrium Engineering
 Exchange Income Corporation
 Exchanger Industries Ltd.
 Extendicare Inc.

Fairfax Financial Holdings Ltd.
 Falkirk Environmental Consultants Ltd.
 Fast + Epp
 Federated Co-operatives Limited
 Finning International Inc.
 First Light Energy Solutions

First Majestic Silver Corp.
 First Nations Health Authority
 FirstService Corporation
 FLINT Corp.
 Food for the Hungry Canada
 Fortis Inc.
 FP Newspapers Inc.
 Franco-Nevada Corp.
 Freehold Royalties Ltd.

Galiano Gold Inc.
 Gateway Tubulars Inc.
 George Weston Limited
 Gibson Energy Inc.
 Gildan Activewear Inc.
 Glotman-Simpson Consulting Engineers
 Goodfellow Inc.
 Gran Tierra Energy Inc.
 Greater Vancouver Food Bank Society
 Greater Victoria Harbour Authority
 Great-West Lifeco Inc.
 Groupe BBA Inc.

H&R Real Estate Investment Trust
 H.H. Angus & Associates Limited
 Halliburton Company
 Hatfield Consultants
 Hedgehog Technologies Inc.
 High Liner Foods Incorporated
 HTEC
 Hudbay Minerals Inc.
 Humane Canada
 Hybrid Chemical Technologies, Ltd.
 Hydro One Ltd.

iA Financial Corporation Inc.
 IFD Technologies Inc.
 IGM Financial Inc.
 IMAGOLD Corporation
 Imperial Oil Limited
 Intact Financial Corporation
 Integrated Sustainability
 InterCAD Services Ltd.
 Interfor Corporation
 ISL Engineering and Land Services Ltd.
 IWA Forest Industry Pension & LTD Plans

Jamieson Wellness Inc.
 JRS Engineering Ltd.

K-Bro Linen Inc.
 Kelso Technologies Inc.
 Kelt Exploration Ltd.
 Kerr Wood Leidal Associates Ltd.
 Keyera Corp.
 KGS Group
 Killam Apartment REIT
 Kinaxis Inc.
 Kinetic Construction Ltd.
 Kinross Gold Corporation
 Kinvia
 Knight Therapeutics Inc.

Land Title and Survey Authority of BC
 Lassonde Industries Inc.
 Laurentian Bank of Canada
 Law Society of Alberta

Law Society of BC
Layfield Group Ltd.
Leon's Furniture Limited
Leukemia & Lymphoma Society of Canada
Levare Canada Ltd.
LEX3 Engineering
Liberty Energy, Inc.
Lifting Solutions Inc.
Lightspeed Commerce Inc.
Loblaw Companies Limited
Lucara Diamond Corp.
Lundin Mining Corporation
Lydium Technical Services

M2 Engineering
Magellan Aerospace Corporation
Magnum Cementing Services Ltd.
MakeWay
Manitoba Liquor & Lotteries Corporation
Manulife Financial Corporation
Maple Leaf Foods Inc.
Martinrea International Inc.
Matr Corp.
Maxim Power Corp.
McElhanney Consulting Services Ltd.
Methanex Corporation
Metis Nation BC
Metro Inc.
Michael Smith Health Research BC
Miller Titerle Law Corporation
Morguard Corporation
Mullen Group Ltd.
Municipal Insurance Association of BC
My Mutual Insurance

National Bank of Canada
Netskrt Systems Inc.
NFI Group Inc.
Northern Savings Credit Union
Northland Power Inc.
NOV Canada ULC
Novacom Building Partners Ltd.

Obsidian Energy Ltd.
OceanaGold Corporation
Olympic International Sales Ltd.
Onsite Engineering Ltd.
Ontario Real Estate Association
OR Royalties Inc.
Ovintiv Inc.

Pacesetter Directional Drilling Limited Partnership
Pan American Silver Corp.
Paramount Resources Ltd.
Parex Resources Inc.
PBX Engineering Ltd.
Peaskie Minerals Inc.
Pembina Pipeline Corporation
Penta Completions Supply & Services Ltd.
Pet Valu Holdings Ltd.
Peyto Exploration & Development Corp.
Pinchin Ltd.
Pollard Banknote Limited
Postmedia Network Canada Corp.
Power Corporation of Canada
PrairieSky Royalty Ltd.
Precision Drilling Corporation

Premium Brands Holdings Corporation
PRI Engineering
Product Care Association
PTW Energy Services Ltd.

Qualico Developments West Ltd.
Quebecor Inc.

R.V. Anderson Associates Limited
RAM Consulting Group
RDH Building Science Inc.
Restaurant Brands International Inc.
RFA Financial
Richelieu Hardware Ltd.
RioCan Real Estate Investment Trust
RJC Engineers
Robinson Consultants Inc.
Rogers Communications Inc.
Rogers Sugar Inc.
Roska DBO Inc.
Rowan Williams Davies and Irwin Inc.
Royal Bank of Canada
Royal College of Dental Surgeons of Ontario
Russel Metals Inc.

Sangoma Technologies Corporation
Sanjel Energy Services Inc.
Saskatchewan First Nations Family & Community Institute Inc.
Savaria Corporation
Science World BC
Secure Waste Infrastructure Corp.
Shopify Inc.
Sienna Senior Living Inc.
Sinclair Group Forest Products Ltd.
Site Power Engineering Consultants Ltd.
SLB Limited
SmartCentres REIT
SRK Consulting (Canada) Inc.
SSR Mining Inc.
Stahl Peterbilt Inc.
Steelhaus Technologies Inc.
Stella-Jones Inc.
STEP Energy Services Ltd.
StoneCroft Engineering Ltd
StorageVault Canada Inc.
Straiton Engineering Ltd.
Strata Engineering Inc.
Stream-Flo Industries Ltd.
Strike Group Limited Partnership
Sun Life Financial Inc.
Suncor Energy Inc.
Superior Plus Corp.
Surepoint Technologies Group Ltd.
Surge Energy Inc.
Swiss Water Decaffeinated Coffee Inc.
SYLVIS Environmental Services Inc.
Synergy Partners Consulting Ltd.

Taiga Building Products Ltd.
Tatham Engineering Limited
TC Energy Corporation
Teck Resources Limited
TELUS Corporation
TerraLink Horticulture Inc.
Tetra Tech Canada Inc.
TFI International Inc.

The AME Consulting Group Ltd.
The Great Little Box Company Ltd.
The North West Company Inc.
The Toronto-Dominion Bank
Thomson Reuters Corporation
Thorsteinssons LLP
Thurber Engineering Ltd.
Tiger Calcium Services Inc.
TMX Group Limited
Torex Gold Resources Inc.
Toromont Industries Ltd.
Total Energy Services Inc.
Tourmaline Oil Corp.
TransAlta Corporation
Transat A.T. Inc.
Transcontinental Inc.
TransLink
Tree Island Steel Ltd.
Trican Well Service Ltd.
Triton Environmental Consultants Ltd.
TVA Group Inc.
TYCROP Manufacturing Ltd.

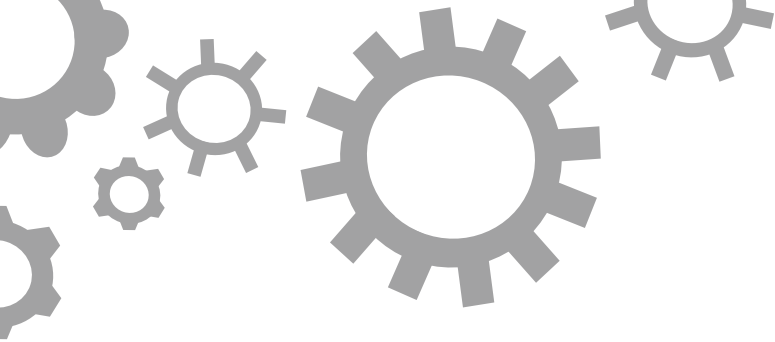
Union Gospel Mission Foundation
University Neighbourhoods Association
University of Manitoba
Urban Systems Ltd.

Vancouver Foundation
Vehicles Sales Authority of BC
Vermilion Energy Inc.
VersaBank

Wajax Corporation
Weatherford Canada Ltd.
WELL Health Technologies Corp.
West Fraser Timber Co. Ltd.
Western Forest Products Inc.
Western Transportation Advisory Council
Westland Insurance Group Ltd.
Westmar Advisors Inc.
Westshore Terminals Investment Corporation
Westview Primary Care Network
Wheaton Precious Metals Corp.
Whitecap Resources Inc.
Whitewater Management Limited Partnership

WildBrain Ltd.
Williams Engineering Canada Inc.
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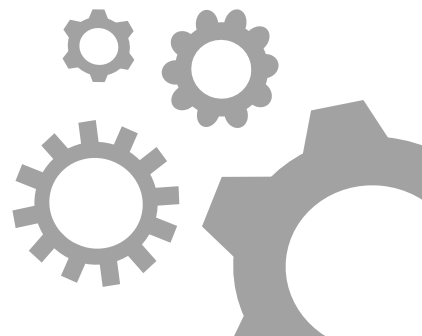
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Group Insurance & Retirement Benefits	\$549	\$1,100
Compensation Policies & Practices	\$549	\$1,100
CompPlus – WCBC’s online data sorting tool	FREE	\$2,050
Salary Increases	FREE	\$2,050
Board of Directors Compensation	N/A	\$2,900



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