

Changes to Employee Termination Entitlements in Effect on February 1, 2024 for Federally Regulated Employers

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Canada Labour Code

1. Increased Termination Entitlements

Weeks' Notice (or Pay in Lieu)	Completed Period of Employment
2	3 months
3	3 years
4	4 years
5	5 years
6	6 years
7	7 years
8	8+ years

2. Statement of Benefits

1. If the employee is given working notice of termination, as soon as possible but no later than two weeks before the date of the termination;
2. If the employee is given pay in lieu of notice, no later than the date of the termination; or
3. If the employee is given a combination of working notice and pay in lieu, as soon as possible but no later than two weeks before the date of the termination, unless the period of notice is shorter, in which case, no later than the day on which the employer gives notice to the employee of the date of termination.

Takeaway for Employers

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