

Bi-weekly pay dates 2027



UNIVERSITY OF
WATERLOO

Human
Resources

Employees who are part of the Canadian Union of Public Employees (CUPE), and those who are classified as casual, are paid on the bi-weekly pay cycle. Employees who are part of the Ontario Public Service Employees Union (OPSEU) will be paid on the bi-weekly cycle commencing in 2027.

All submissions must be made by the posted cut-off dates to be processed on the stated pay date. Late submissions will be paid on the following pay date.

Note: All mass templates must be submitted at least one week before the deadlines below. This allows time for approvals to occur before the deadline.

Pay date information (for all bi-weekly paid employees)			Submission Cut-off dates *date is earlier than usual	
Pay Dates	Start Date of Pay Period	End Date of Pay Period	Time Tracking submission through Workday with all required approvals (by noon)	All other submissions through Workday with all required approvals (by 4:30 pm)
Every other Friday (unless otherwise stated in bold)			Time Tracking is unavailable for entry Monday at 12:01 pm until Thursday morning of the pay week while payroll is being processed.	Paperwork (completed hard copy received by HR by 4:30 pm)
January 8, 2027	December 20, 2026	January 2, 2027	January 4, 2027	December 23, 2026
January 22, 2027	January 3, 2027	January 16, 2027	January 18, 2027	January 14, 2027
February 5, 2027	January 17, 2027	January 30, 2027	February 1, 2027	January 28, 2027
February 19, 2027	January 31, 2027	February 13, 2027	February 12, 2027	February 11, 2027
March 5, 2027	February 14, 2027	February 27, 2027	March 1, 2027	February 25, 2027
March 19, 2027	February 28, 2027	March 13, 2027	March 15, 2027	March 11, 2027
April 2, 2027	March 14, 2027	March 27, 2027	March 29, 2027	March 25, 2027
April 16, 2027	March 28, 2027	April 10, 2027	April 12, 2027	April 8, 2027
April 30, 2027	April 11, 2027	April 24, 2027	April 26, 2027	April 22, 2027
May 14, 2027	April 25, 2027	May 8, 2027	May 10, 2027	May 6, 2027

Pay date information (for all bi-weekly paid employees)			Submission Cut-off dates *date is earlier than usual	
May 28, 2027	May 9, 2027	May 22, 2027	May 21, 2027	May 20, 2027
June 11, 2027	May 23, 2027	June 5, 2027	June 7, 2027	June 3, 2027
June 25, 2027	June 6, 2027	June 19, 2027	June 21, 2027	June 17, 2027
July 9, 2027	June 20, 2027	July 3, 2027	July 5, 2027	July 2, 2027
July 23, 2027	July 4, 2027	July 17, 2027	July 19, 2027	July 15, 2027
August 6, 2027	July 18, 2027	July 31, 2027	July 30, 2027	July 29, 2027
August 20, 2027	August 1, 2027	August 14, 2027	August 16, 2027	August 12, 2027
September 3, 2027	August 15, 2027	August 28, 2027	August 30, 2027	August 26, 2027
September 17, 2027	August 29, 2027	September 11, 2027	September 13, 2027	September 9, 2027
October 1, 2027	September 12, 2027	September 25, 2027	September 24, 2027	September 23, 2027
October 15, 2027	September 26, 2027	October 9, 2027	October 8, 2027	October 7, 2027
October 29, 2027	October 10, 2027	October 23, 2027	October 25, 2027	October 21, 2027
November 12, 2027	October 24, 2027	November 6, 2027	November 5, 2027	November 4, 2027
November 26, 2027	November 7, 2027	November 20, 2027	November 22, 2027	November 18, 2027
December 10, 2027	November 21, 2027	December 4, 2027	December 6, 2027	December 2, 2027
December 23, 2027	December 5, 2027	December 18, 2027	December 17, 2027	December 16, 2027

Bold* **date is earlier than usual**