

The Saskatchewan Employment Act outlines regulations and responsibilities related to employment.

We will be discussing the following regulations:

- Minimum Wage
- Overtime
- Getting Paid
- Work Schedules
- Work Leaves
- Vacations and Holidays
- Lay Offs and Termination
- Businesses on First Nation Reserves
- Ethical Considerations

Minimum Wage:

What does minimum wage mean?

The lowest amount of remuneration that an employer is permitted by law to pay a worker.

Exceptions: farming, ranching, some care providers in private homes, babysitters, athletes, volunteers,

What is the current minimum wage?

\$11.45/hour as of Oct.1/2020

Overtime:

As discussed in Workplace Math 10, overtime hours are hours worked above 40 hours a week. It must be paid at time and a half (1.5). Another option, that must be negotiated and agreed to in writing, is banking overtime hours. This means every hour worked can be banked for 1.5 hours to be used as paid time off at a later date.

Getting Paid:

In Saskatchewan, employers must pay all earnings in one of three ways:

1. In Canadian Currency
2. By a cheque
3. Be direct deposit

- Employers must provide a pay statement to each employee, each pay period.
- If required to wear a uniform, it must be provided at no cost. (Certain types of clothing ex: dress clothes, black pants, etc. is not considered uniform)
- Each employer must complete a Statement of Remuneration Paid (T4) for each employee each year.
- Employers must provide work schedules to employees at least one week before the schedule starts. (Exceptions: emergencies or unexpected circumstances. For example, employers changed schedules without much notice when Covid-19 pandemic began.)
- Employees are entitled to a period of 8 consecutive hours of rest in any period of 24 hours and 24 consecutive hours away from work in every seven days.

Leaves:

Most leaves are available for provincially, regulated employees, some requiring four weeks notice.

Examples of Leaves:

maternity

adoption

bereavement

crime-related

medical leave (organ donation, critically ill child)

compassionate

Vacation/Holiday

Most leave entitlement is 3 weeks per year if years of work is between 1 and 10, and 4 weeks per year if years of work is greater than 10.

There are ten paid general holidays every year known as statutory (stat.) holidays.

10 Statutory Holidays in Saskatchewan

1. _____

2. _____

3. _____

4. _____

5. _____

6. _____

7. _____

8. _____

9. _____

10. _____

10 Statutory Holidays in Saskatchewan

Jan 1: New Year's Day

February (third Monday): Family Day

April: Good Friday (in April, varies from year to year)

May (last Monday before May 25): Victoria Day

July 1: Canada Day

August (first Monday): Saskatchewan Day

September (first Monday): Labour Day

October (second Monday): Thanksgiving Day

November 11th: Remembrance Day

December 25: Christmas Day

Lay Offs and Termination:

Layoff: a temporary interruption by the employer exceeding six consecutive work days.

All employees must be given written notice when being laid off or terminated, based on minimum amount notice outlined in the contract (1-8 weeks typically). If employee is told to leave immediately, they will be paid for the notice they're entitled to.

For example, if the employee is supposed to get 3 weeks notice before a lay off, however the employer physically does not have room for them, they will be paid for 3 more weeks without coming to work.

If the employee is choosing to leave work, they must provide their employer with two-weeks written notice.

Businesses on First Nations Reserves:

The primary document that outlines how the Federal Government interacts with the First Nations bands is called The Indian Act.

*The terms Indian, Status Indian, and Indian Act are only used when discussing the legal documents as these are the terms in the act and are therefore legal terms. The use of the word Indian, when referring to Indigenous people outside discussion of this legal document, is inappropriate.

When a business is operating on a First Nations reserve, they must comply with the terms outlined in the Indian Act. This may require decisions to be made only after a formal signing ceremony.

Ethical Considerations

Although we have looked at many financial and legal regulations for employment, there are ethical considerations as well.

For example, as outlined in the Canadian Human Rights Act, if two different jobs contribute equal value to the operations, then the employees should receive equal pay. This is called **pay equity**. Although this is a fundamental human right, there are many examples of unequal pay in Canada.

For example, in 2018, Statistics Canada reported that women earned %0.88 for every \$1.00 that a many earned for completing the same work.

In the findings of another Canadian study, university educated indigenous workers in the private sector earned 44\$ less than non-indigenous workers.

Pay transparency refers to allowing employee pay figures to be visible to others.

Just cause refers to having a legitimate cause to terminate employment without notice or payment of notice. (This usually involves employee misconduct, for example, stealing from the employer or company.

In 2019, employee theft cost Canadian businesses about 1.5 billion dollars.

Pay Stubs:

- When you earn income through employment, your employer must give you pay stubs when you get paid so you can see how your pay was calculated.
- It is important to keep all pay stubs until your T4 slips arrives in the mail, so you can make sure they match up. If they do, pay stubs should be destroyed, as they have your SIN number on them. (Your SIN is your financial ID used to track your income and government benefits so pay stubs will include this number.)
- If your pay is through direct deposit, it will be transferred into your bank account and you will just receive your pay stub (in the mail or online). If you are paid by cheque, you have 6 months from the cheque date to deposit the cheque.
- Your pay stub will include **mandatory deductions and voluntary deductions**.
- **Mandatory deductions** are **taxes (provincial and federal)**, **EI** (1.58 currently, however you often see 1.73 or 1.78 because that was the rate in 2010-2011) **CPP** (used to be 4.95% but is now 5.25%). CPP rate is paid on earning above \$3500.00
- Voluntary Deductions include group insurance plans, registered pension plans, charitable donations, union dues, etc. (Voluntary doesn't always mean you as an individual have the choice, it is often negotiated through a bargaining agreement, for example, your union negotiates for you.)
- Your pay stub will include your earnings, including other remuneration because you still pay taxes on the other remuneration. We call these **Taxable Benefits**. This includes gratuities (tips), housing, travel expense, use of vehicle, cell phone, parking, public transportation, tuition reimbursement, etc.

1. Let's take a look at John Smith's Pay Stub together.
2. Look at Jemma's pay stub and answer the questions that follow (this is not for marks, we will go through the answers together afterwards to make sure we understand.)
3. Let's look at a more complex pay stub. (Penny Lane)

Quiz! (Don't worry, it's matching and true/false)

There were federal and income tax amounts on the pay stub. Where do those come from?

There are yearly amounts paid to federal and provincial tax, based on your tax bracket.

When calculating how much you pay each pay period, that's where the charts from Workplace Math 10 comes in!

<https://www.canada.ca/en/financial-consumer-agency/services/financial-toolkit/taxes/taxes-2/5.html>

