

The Minimum Wage Regulations

being

[Chapter L-1 Reg 8](#) (effective September 1, 2005) as amended by Saskatchewan Regulations [105/2007](#), [136/2008](#), [64/2009](#) and [54/2011](#).

NOTE:

This consolidation is not official. Amendments have been incorporated for convenience of reference and the original statutes and regulations should be consulted for all purposes of interpretation and application of the law. In order to preserve the integrity of the original statutes and regulations, errors that may have appeared are reproduced in this consolidation.

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CHAPTER L-1 REG 8
The Labour Standards Act

Title

1 These regulations may be cited as *The Minimum Wage Regulations*.

Minimum wage rates

2(1) Commencing on September 1, 2011, every employee shall be paid at a rate of wages that is not less than \$9.50 per hour.

(2) Subject to subsection (3), commencing on September 1, 2011, every employee who is required to report for duty, other than for overtime, shall be paid a minimum sum of \$28.50, whether or not the employee is required to be on duty for three hours on that occasion.

(3) Subsection (2) does not apply to an employee who is:

- (a)** a school student in regular attendance during the school term;
- (b)** a janitor;
- (c)** a caretaker;
- (d)** a building cleaner;
- (e)** a noon-hour supervisor employed by a board of education as defined in *The Education Act, 1995* or by a conseil scolaire as defined in that Act; or
- (f)** a person employed to operate a vehicle that is:
 - (i)** registered pursuant to *The Traffic Safety Act*; and
 - (ii)** used as a school bus for the transportation of pupils to and from a school as defined in *The Education Act, 1995*.

22 Jly 2011 SR 54/2011 s2.

Rest periods

3 Where an employer grants a rest period to an employee, that rest period is deemed to be time worked.

15 Jly 2005 cL-1 Reg 8 s3.

Statement of earnings

4(1) An employer shall deliver a statement of earnings immediately to each employee:

- (a) on every regular pay day;
 - (b) when making payments of wage adjustments; and
 - (c) on the termination of employment of the employee.
- (2) A statement of earnings required by subsection (1) must:
- (a) clearly set forth:
 - (i) the name of the employee;
 - (ii) the beginning and ending dates of the period for which the payment of wages is being made;
 - (iii) the number of hours of work for which payment is being made;
 - (iv) the rate or rates of wages;
 - (v) the category or class of employment for which payment of wages is being made;
 - (vi) the amount of total wages;
 - (vii) an itemized statement of any deductions from wages being made; and
 - (viii) the actual amount of the payment being made; and
 - (b) be in a form that is separate from, or readily detachable from, any form of cheque or other type of voucher issued in the payment of wages.

15 Jly 2005 cL-1 Reg 8 s4.

Application of sections 6 to 9

5 Sections 6 to 9 apply to all employees employed in hotels, restaurants, educational institutions, hospitals and nursing homes and to the employers of those employees, except any employees or employers exempted by any regulation made pursuant to *The Labour Standards Act*.

15 Jly 2005 cL-1 Reg 8 s5.

Working shifts

6 An employer shall confine the hours of work of each employee to a period of 12 hours in any one day and shall not require or permit any employee to report for duty on more than two occasions in that 12-hour period.

15 Jly 2005 cL-1 Reg 8 s6.

Transportation for certain employees

7 An employer shall provide each employee who is required or permitted to finish work between the hours of 12:30 a.m. and 7:00 a.m. local time with free transportation to the employee's place of residence.

15 Jly 2005 cL-1 Reg 8 s7.

8 **Repealed.** 24 Jly 2009 SR 64/2009 s3.

Uniforms

9 An employer who requires an employee, other than a registered nurse, to wear a uniform or any special article of wearing apparel:

- (a) shall provide, repair and launder that uniform or special article of wearing apparel free of cost to the employee; and
- (b) shall not make any deduction from the wages of the employee for providing, repairing or laundering that uniform or special article of wearing apparel.

15 Jly 2005 cL-1 Reg 8 s9.

Youth employment - parental consent required

9.1(1) In this section and in sections 9.2 to 9.5:

- (a) **“parent”**, with respect to a youth, includes the legal guardian of the youth or any other person who has lawful care and custody of the youth;
- (b) **“school”** means a school as defined in *The Education Act, 1995* and includes a registered independent school as defined in that Act;
- (c) **“school day”** means a day during which a school is in session;
- (d) **“youth”** means a person who is 14 years of age or older but less than 16 years of age.

(2) No person shall employ a youth unless that person has obtained the written consent of the youth's parent.

(3) Every person who employs a youth shall keep a copy of the written consent for the youth that is obtained pursuant to subsection (2) available for inspection by the minister or the minister's duly authorized representative in the place of business operated by the person.

24 Jly 2009 SR 64/2009 s4.

Restriction on hours of employment for youth

9.2 No person shall employ a youth:

- (a) in the period after 10:00 p.m. on a day preceding a school day and until the start of the hours that the school the youth attends is in session during the school day;
- (b) for more than 16 hours during a week in which there is a school day for the school that the youth attends; or
- (c) subject to section 149 of *The Education Act, 1995*, during the hours that the school the youth attends is in session.

24 Jly 2009 SR 64/2009 s4.

Youth must complete work readiness program

9.3(1) No employer shall employ a youth unless the youth provides the employer with evidence satisfactory to the employer that the youth has completed a work readiness certificate approved by the minister for the purposes of this section.

(2) This section applies only on and after a date specified by the Lieutenant Governor in Council.

(3) For the purposes of subsection (2), the Lieutenant Governor in Council may specify a date which must be not earlier than 14 days after the date the order made pursuant to this section is published in *The Saskatchewan Gazette*.

(4) The minister shall cause an order made by the Lieutenant Governor in Council pursuant to subsection (3) to be published in *The Saskatchewan Gazette*.

24 Jly 2009 SR 64/2009 s4.

Minimum age of employment

9.4 The minimum age at which employees may be employed in any class of employment is 14 years of age.

24 Jly 2009 SR 64/2009 s4.

Authorization to exempt young persons from requirements

9.5(1) In this section, “**young person**” means a person who is less than 16 years of age.

(2) On receipt of a written application from a young person’s parent, if the director is satisfied that the application of sections 9.2 to 9.4 would be unsuitable in the circumstances, the director may:

(a) issue a written authorization exempting the young person and any employer of that young person from all or any of the provisions of sections 9.2 to 9.4; and

(b) impose any conditions that the director considers appropriate on the written authorization issued pursuant to clause (a).

24 Jly 2009 SR 64/2009 s4.

Regulation to be provided on request

10 Every employer shall provide a copy or abstract of this regulation, at the request of the employee, to each employee at the time when the employee is being hired by the employer.

15 Jly 2005 cL-1 Reg 8 s10.

Regulation to be posted

11 Every employer shall keep a copy or abstract of this regulation posted in a conspicuous position in the place where employees are engaged in their duties.

15 Jly 2005 cL-1 Reg 8 s11.

R.R.S. c.L-1 Reg 7 repealed

12 *The Minimum Wage Board Order, 1997* is repealed.

15 Jly 2005 cL-1 Reg 8 s12.

Coming into force

13 These regulations come into force on the later of:

- (a) September 1, 2005; and
- (b) the expiration of 14 days from the day on which they are published in the Gazette.

15 Jly 2005 cL-1 Reg 8 s13.

