

British Columbia Employment Standards & Regulations	
Minimum Wage	<p>\$10.25 per hour.</p> <p>Note: Minimum wage is \$9.00 per hour for employees who server alcohol.</p>
Call-in Pay	<p>2 hours at regular wage, or</p> <p>4 hours at regular wage if scheduled to work more than 8 hours.</p>
Overtime Hours	In excess of 8 hours per day or 40 hours per week.
Overtime Pay	<p>An employer must pay an employee who works more than 8 hours in a day:</p> <ul style="list-style-type: none"> · 1 ½ times the regular wage for the hours in excess of 8 hours in a day. · 2 times the regular wage for any hours worked after 12 hours per day. <p>An employer must pay an employee who works more than 40 hours in a week:</p> <ul style="list-style-type: none"> · 1 ½ times the regular wage for any hours worked in excess of 40. <p>Note: When calculating weekly overtime (i.e. after 40 hours) only the first 8 hours worked in a day count toward overtime.</p> <p>Note: Managers, supervisors and certain professionals are excluded from overtime pay requirements.</p>
Leaves of Absence	
Pregnancy Leave	<p>A pregnant employee can take up to 17 consecutive weeks of unpaid leave.</p> <p>Note: This leave may be extended by up to 6 weeks if she is unable to return to work for reasons related to the birth or termination of the pregnancy.</p> <p>Note: Employee entitled regardless of length of employment.</p>
Parental Leave	<p>Up to 37 weeks of unpaid leave (35 weeks if pregnancy leave is taken).</p> <p>Note: Available to both biological parents and adoptive parents.</p> <p>Note: Leave may be extended by up to 5 weeks if the child</p>

	<p>requires an additional period of parental care due to a physical, psychological or emotional condition.</p> <p>Note: Employee entitled regardless of length of employment.</p>
Family Responsibility Leave	<p>Up to 5 days of unpaid leave during each employment year to attend to the care, health or education of a child in the employee's care, or to the care or health of any other member of the employee's immediate family.</p> <p>Note: Employee entitled regardless of length of employment.</p>
Bereavement Leave	<p>Up to 3 days of unpaid leave on the death of a member of the employee's immediate family.</p> <p>Note: Employee entitled regardless of length of employment.</p>
Compassionate Care Leave	<p>Up to 8 weeks of unpaid leave within a 26 week period to care for a gravely ill family member or a person considered to be like a close relative with a significant risk of death within 26 weeks.</p> <p>Note: Employee entitled regardless of length of employment.</p>
Reservists Leave	<p>Unrestricted amount of unpaid leave for a member of the Canadian Forces Reserves who is absent from work for purposes of service.</p> <p>Note: Employee entitled regardless of length of employment.</p>
Jury Leave	<p>Unpaid leave for the period of the jury duty.</p> <p>Note: Employee entitled regardless of length of employment.</p>
Vacation Time	<p>After 1 year of employment: 2 weeks per year.</p> <p>After 5 years of employment: 3 weeks per year.</p> <p>Note: Vacation must be taken within 12 months of being earned.</p>
Vacation Pay	<p>After 1 year of employment: 4% of annual wages.</p> <p>After 5 years of employment: 6% of annual wages.</p>
Statutory Holidays	<p>New Year's Day</p> <p>Good Friday</p> <p>Victoria Day</p> <p>Canada Day</p>

	<p>B.C. Day (First Monday in August)</p> <p>Labour Day</p> <p>Thanksgiving Day</p> <p>Remembrance Day</p> <p>Christmas Day</p>	
Statutory Holiday Pay	<p><i>If not worked:</i> Average day's pay equal to total wages (excluding overtime) in the 30 calendar days before the statutory holiday divided by the number of days worked.</p> <p><i>If worked:</i> An average day's pay plus 1 ½ times the regular wage for the first 12 hours worked and 2 times the regular wage after 12 hours.</p> <p><i>Note:</i> To be eligible for holiday pay, employee must have been employed for at least 30 calendar days and have worked for at least 15 of those 30 days before the statutory holiday.</p>	
Notice of Termination by Employer	Length of Service	Required Notice
	Less than 3 consecutive months	None
	3 months but less than 12 consecutive months	1 week
	1 consecutive year but less than 3 consecutive years	2 weeks
	3 consecutive years but less than 4 consecutive years	3 weeks
	4 consecutive years but less than 5 consecutive years	4 weeks
	5 consecutive years but less than 6 consecutive years	5 weeks
	6 consecutive years but less than 7 consecutive years	6 weeks
	7 consecutive years but less than 8 consecutive years	7 weeks
	8 consecutive years or more	8 weeks
<p><i>Note:</i> When terminating 50 or more employees at a single location within any 2 month period, group termination rules may</p>		

	apply.
Temporary Layoffs	A temporary layoff becomes a termination when it exceeds 13 weeks in any period of 20 consecutive weeks.
Record Keeping	Retain records for 2 years after termination. Note: Other agencies, such as the Canada Revenue Agency, may require employers to keep different types of records for different lengths of time.
Some Posting Requirements	Employers must post the following in the workplace: <ul style="list-style-type: none"> • A notice advising where a readily accessible copy of the <i>Workers Compensation Act</i> and any <i>Regulations</i> thereto can be available for review by the employees.

** Last updated May 2012 **