

New Brunswick Employment Standards & Regulations	
Minimum Wage	\$10.00 per hour.
Call-in Pay	<p>Employees, whose regular rate is less than 2 times the minimum wage and who are regularly scheduled to work more than 3 hours, are entitled to the greater of the following:</p> <p>a) 3 hours pay at minimum wage, or</p> <p>b) The employee's regular rate of pay for the hours actually worked.</p>
Overtime Hours	Hours in excess of 44 hours per week.
Overtime Pay	At least 1 ½ times the minimum wage if an employee earns an hourly wage in excess of 1 ½ times the minimum wage rate. No overtime pay is owed for hours worked in excess of 44 hours per week.
Leaves of Absence	
Maternity Leave	<p>Up to 17 weeks of unpaid leave.</p> <p>Note: A pregnant employee is entitled to maternity leave regardless of length of employment.</p>
Child Care Leave	<p>Up to 37 weeks of unpaid leave.</p> <p>Note: Available to all parents, natural or adoptive, of children under the age of 19.</p> <p>Note: Employee entitled regardless of length of employment.</p> <p>Note: The maximum combined duration of maternity and child care leave is 52 weeks.</p>
Family Responsibility Leave	<p>Up to 3 days of unpaid leave per year to deal with the health, care or education of a person in a "close family relationship".</p> <p>Note: Employee entitled regardless of length of employment.</p>
Bereavement Leave	<p>Up to 5 consecutive days of unpaid leave in the event of the death of a person in a close family relationship, to commence no later than the day of the funeral.</p> <p>Note: Employee entitled regardless of length of employment.</p>
Sick Leave	<p>Up to 5 days of unpaid leave per year.</p> <p>Note: Available to employees who have worked for the same</p>

	<p>employer for more than 90 days.</p> <p>Note: Medical certificate may be requested after 4 or more consecutive days of leave.</p>
Compassionate Care Leave	<p>Up to 8 weeks of unpaid leave to care for a person in a "close family relationship" if that person has a serious medical condition with a significant risk of death within 26 weeks.</p> <p>Note: Employee entitled regardless of length of employment.</p> <p>Note: A leave of absence under this section may only be taken in periods of at least 1 week's duration.</p>
Reservists Leave	<p>Up to 18 months of unpaid leave for a member of the Canadian Forces Reserves (Class "C") who is absent from work for purposes of service.</p> <p>Note: In the case of a first leave of absence, to be eligible the employee must have been employed for at least 6 months, or</p> <p>In the case of a second or subsequent leave of absence for Reservists, to be eligible, at least 12 months must have elapsed since the date the employee returned to work from the most recent leave of absence that was granted.</p> <p>Note: Amendments were introduced in November 2011 to extend this leave of absence to all classes of reservists.</p>
Court Leave	<p>Unpaid leave to serve as juror or act as a witness for the period of time the employee is absent for that purpose.</p> <p>Note: Employee entitled regardless of length of employment.</p>
Vacation Time	<p>First 8 years of employment, an employee is entitled to a vacation of the lesser of:</p> <p>a) 2 weeks of vacation per vacation year, or</p> <p>b) 1 day for each month worked.</p> <p>After 8 years of employment:</p> <p>a) 3 weeks of vacation per vacation year, or</p> <p>b) 1 ¼ days for each month in which the employee worked.</p>
Vacation Pay	<p>First 8 years of employment: 4% of gross wages.</p> <p>After 8 years of employment: 6% of gross wages.</p>
Public Holidays	<p>New Year's Day</p>

	<p>Good Friday</p> <p>Canada Day</p> <p>New Brunswick Day (First Monday of August)</p> <p>Labour Day</p> <p>Remembrance Day</p> <p>Christmas Day</p>								
Public Holiday Pay	<p><i>If qualified for a paid public holiday and does not work:</i> Holiday pay equal to the wages earned at the regular rate for a normal working day.</p> <p><i>If qualified for a paid public holiday and works:</i> 1 ½ times regular rate of pay for hours worked plus regular wages for that day.</p> <p>Note: To qualify for a paid public holiday, the employee must, among other requirements, be employed at for least 90 calendar days in the 12 calendar months before the statutory holiday.</p>								
Notice of Termination by Employer	<table border="1"> <thead> <tr> <th>Length of Service</th> <th>Required Notice</th> </tr> </thead> <tbody> <tr> <td>Less than 6 months</td> <td>None</td> </tr> <tr> <td>6 months but less than 5 years</td> <td>2 weeks</td> </tr> <tr> <td>5 or more years</td> <td>4 weeks</td> </tr> </tbody> </table>	Length of Service	Required Notice	Less than 6 months	None	6 months but less than 5 years	2 weeks	5 or more years	4 weeks
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	<p>Note: When terminating groups of 10 or more employees in a 4-week period that represent at least 25% of the employer's employees, group termination rules may apply.</p>								
Temporary Layoffs	<p>Maximum duration before layoff becomes a termination: Less than 6 days where layoff is for any reason. However, where layoff is due to lack of work for any reason unforeseen by the employer at the time the notice would have otherwise been given, then layoff can continue for as long as lack of work continues for that reason.</p>								
Record Keeping	<p>Retain records for 3 years after work performed or service is rendered by employee.</p> <p>Note: Other agencies, such as the Canada Revenue Agency, may require employers to keep different types of records for different lengths of time.</p>								
Some Posting Requirements	<p>Employers must post the following in the workplace:</p>								

	<ul style="list-style-type: none">• A copy of all applicable Minimum Wage Regulations; <i>and</i>• A copy of the <i>Occupational Health and Safety Act</i> and any <i>Regulations</i> thereto.
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*** Last updated April 2012 ***