

Nova Scotia Employment Standards & Regulations	
Minimum Wage	<p>\$10.15 per hour.</p> <p>Note: Inexperienced workers are entitled to receive \$9.65 per hour.</p> <p>Note: An inexperienced employee has done a kind of work for less than 3 calendar months, whereas an experienced employee has done a kind of work for at least 3 calendar months or worked for the same employer for at least 3 calendar months.</p>
Call-in Pay	3 hours at minimum wage at the minimum straight time rate.
Overtime Hours	Hours in excess of 48 hours per week.
Overtime Pay	<p>1 ½ times the regular wage.</p> <p>Note: Managers, supervisors and those employed in a confidential capacity as well as IT professionals (but not employees who provide basic operational/technical support) are not entitled to overtime pay.</p>
Leaves of Absence	
Pregnancy Leave	<p>Up to 17 weeks of unpaid leave.</p> <p>Note: To be eligible, employee must have been employed for at least 1 year.</p>
Parental Leave	<p>Up to 52 weeks of unpaid leave (35 weeks for employees who have also taken pregnancy leave).</p> <p>Note: To be eligible, employee must have been employed for at least 1 year.</p> <p>Note: Available to both biological and adoptive parents.</p>
Bereavement Leave	<p>Up to 3 consecutive days of unpaid leave upon death of employee's spouse, parent, guardian, child, or a child under their care.</p> <p>1 day of unpaid leave upon death of employee's grandparent, grandchild, sister, brother, mother-in-law, father-in-law, daughter-in-law, son-in-law, sister-in-law, or brother-in-law.</p> <p>Note: Employee entitled regardless of length of employment.</p>
Sick Leave	Up to 3 days of unpaid sick leave each year. This leave may be

	<p>used to care for an ill parent, child, or family member. It can also be used for medical, dental, or other similar appointments.</p> <p>Note: Employee entitled regardless of length of employment.</p>
Emergency Leave	<p>Employees are entitled to an unpaid leave if they are unable to work because a government agency has declared an emergency, or a medical officer of health has issued a directive or order telling an employee to stay off work, or the employee needs to care for a family member who is affected by one of the emergency situations noted above.</p> <p>Note: Employee entitled regardless of length of employment.</p>
Compassionate Care Leave	<p>Up to 8 weeks unpaid leave to care for a seriously ill family member who has a high risk of dying within 26 weeks.</p> <p>Note: Employee must be employed for at least 3 months with the same employer prior to commencement of leave.</p>
Reservists' Leave	<p>Class C Reservists who are on or preparing for an active deployment, within Canada or overseas, can take an unpaid leave from civilian work to fulfill their military commitment to service for a maximum period of service of 18 months within a 3 year period and must return to work within 4 weeks of the end of the service period. The start date for a period of military service must be at least 1 year after the employee returned from a leave for a previous period of service.</p> <p>Note: In order to qualify for the leave, an employee must be employed with the employer for 1 year.</p>
Court Leave	<p>Unpaid leave (not limited in duration) for jury duty or if called as a witness in court proceeding.</p> <p>Note: Employee entitled regardless of length of employment.</p>
Citizenship Ceremony Leave	<p>Unpaid leave up to 1 day to attend swearing-in ceremony as a new citizen. Employees must provide at least 14 days' notice and evidence of the ceremony.</p>
Vacation Time	<p>After 1 year of employment: 2 weeks per year.</p> <p>After 8 years of employment: at least 3 weeks per year.</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>
Paid Holidays	<p>New Year's Day</p> <p>Good Friday</p>

	<p>Canada Day</p> <p>Labour Day</p> <p>Remembrance Day*</p> <p>Christmas Day</p> <p>Note: *Remembrance Day is not a paid holiday. However an employee who works on Remembrance Day and who has worked at least 15 out of the 30 days immediately before Remembrance Day may be entitled to receive a holiday with pay. That day with pay may be taken at the end of the employee's vacation or at another day to be agreed upon between the employer and the employee.</p>	
<p>Statutory Holiday Pay</p>	<p>If not worked: Holiday pay equal to regular daily wages.</p> <p>If worked: Holiday pay (as calculated above) plus 1 ½ times the regular wage for hours worked.</p> <p>Note: To be eligible for holiday pay, employee must be entitled to receive pay for at least 15 of the 30 calendar days prior to the statutory holiday and must have worked on his/her last scheduled shift or day before the holiday and on the first scheduled shift or day after the holiday.</p> <p>Note: Some employees are exempt from these general rules.</p>	
<p>Notice of Termination by Employer</p>	<p>Length of Service</p>	<p>Required Notice</p>
	<p>Less than 3 months of employment</p>	<p>None</p>
	<p>3 months but less than 2 years</p>	<p>1 week</p>
	<p>2 years but less than 5 years</p>	<p>2 weeks</p>
	<p>5 years but less than 10 years</p>	<p>4 weeks</p>
	<p>More than 10 years</p>	<p>8 weeks</p>
	<p>Note: Employees with more than 10 years of service can only be terminated for "good reason" or "just cause" which requires the employer to take a series of steps before termination. Failure to follow the steps may result in reinstatement with full back pay.</p> <p>Note: When terminating 10 or more employees within a period of 4 weeks or less, group termination rules may apply.</p>	
<p>Temporary Layoffs</p>	<p>Maximum duration before layoff becomes a termination: Less than 6 days - However, where layoff is due to lack of work, then layoff can continue for as long as lack of work exists.</p>	

Record Keeping	Retain records for at least 12 months after work had been performed. 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 copy of the Equal Pay for Women and Men provision of the <i>Labour Standards Code</i>;• A copy of the Minimum Wage requirements for employers affected by a government order to raise minimum wage; <i>and</i>• A copy of the <i>Occupational Health and Safety Act</i>.

** Last updated April 2012 **