

Saskatchewan Employment Standards & Regulations	
Minimum Wage	\$9.50 per hour.
Call-out Pay	3 hours at minimum wage.
Overtime Hours	Hours in excess of 8 hours per day or 40 hours per week. Note: Overtime pay provisions do not apply to managerial or professional employees.
Overtime Pay	1 ½ times the regular rate of pay.
Leaves of Absence	
Maternity Leave	18 weeks of unpaid leave. Note: To be eligible, employee must have been employed for at least 20 weeks in the 52 weeks immediately preceding the day on which the requested leave is to commence.
Adoption Leave	18 weeks of unpaid leave. Note: To be eligible, employee must have been employed for at least 20 weeks in the 52 weeks immediately preceding the day on which the requested leave is to commence. Note: Only the primary caregiver of an adopted child can get adoption leave. It is up to the parents to identify the primary caregiver.
Parental Leave	37 weeks of unpaid leave (34 weeks if employees also take maternity or adoption leave). Note: To be eligible, employee must have been employed for at least 20 weeks in the 52 weeks immediately preceding the day on which the requested leave is to commence.
Bereavement Leave	Up to 5 working days of unpaid leave upon death of a member of the employee's immediate family. Note: Eligibility requirement is 3 continuous months of employment. Note: Leave must be taken within 1 week before and / or after the funeral. Note: Immediate family means a spouse, parent, grandparent, child, brother or sister of an employee or of a spouse.
Sick Leave	Employees who have 13 weeks of continuous employment are entitled to the following unpaid leave:

	<p>a) Up to 12 weeks in any 52 week period if the absence is due to serious injury or illness, or</p> <p>b) Up to 12 days per year, or</p> <p>c) Up to 26 weeks if the employee is injured and receiving benefits under the <i>Workers Compensation Act</i>.</p>
Compassionate Care Leave	<p>If any employee qualifies for the federal compassionate care benefit under the <i>Employment Insurance Act</i>, the employee is entitled to unpaid compassionate care leave for the period while receiving benefits or while in the waiting period for benefits.</p> <p>Note: The unpaid leave cannot exceed 16 weeks in any 52-week period.</p> <p>Note: If employee does not receive compassionate care benefits, the employee may be entitled to job protection while they are absent from work due to the serious illness or injury of a member of the employee's immediate family who is dependent on the employee [See Sick Leave point (a)].</p> <p>Note: Employee entitled to leave if employed by the current employer for 13 consecutive weeks.</p>
Reservists Leave	<p>Reservists who volunteer for duty with the Canadian Forces, and as a result are required to be absent from work, are entitled to an unpaid leave of absence for the period of their service.</p> <p>Note: Employee entitled to leave regardless of length of employment.</p>
Jury Leave	<p>Unpaid leave (not limited in duration) for jury duty.</p> <p>Note: Employee entitled regardless of length of employment.</p>
Vacation Time	<p>After 1 year of employment: Minimum of 3 weeks per year.</p> <p>After 10 years of employment: Minimum of 4 weeks per year.</p>
Vacation Pay	<p>First 10 years of employment: 3/52 of total wages (approximately 6%).</p> <p>After 10 years of employment: 4/52 of total wages (approximately 8%).</p>
Statutory Holidays	<p>New Year's Day</p> <p>Family Day</p> <p>Good Friday</p>

	<p>Victoria Day</p> <p>Canada Day</p> <p>Saskatchewan 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> Total regular wages earned by the employee in the 4 weeks prior to the statutory holiday divided by 20.</p> <p><i>If worked:</i> Holiday pay (as calculated above) and 1 ½ times the normal rate of pay for hours worked.</p>	
Notice of Termination by Employer	Length of Service	Required Notice
	Less than 3 months of employment	None
	3 months to 1 year	1 week
	1 to 3 years	2 weeks
	3 to 5 years	4 weeks
	5 to 10 years	6 weeks
	10 years or more	8 weeks
	<i>Note:</i> When terminating 10 or more employees within a 4-week period, group termination rules may apply.	
Temporary Layoffs	Maximum duration before layoff becomes a termination: Less than 6 scheduled working days.	
Record Keeping	<p>Retain records for 5 years after termination.</p> <p><i>Note:</i> 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 the <i>Labour Standards Act</i>, in a conspicuous place; and 	

	<ul style="list-style-type: none">• A copy of the <i>Occupational Health and Safety Act</i> and any <i>Regulations</i> which are applicable to the workplace or work done.
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** Last updated January 2012 **