

Yukon Employment Standards & Regulations	
Minimum Wage	<p>\$10.30 per hour.</p> <p>Note: Minimum wage to be adjusted on April 1st of each year.</p>
Call-in Pay	2 hours at regular wage.
Overtime Hours	<p>Hours in excess of 8 hours per day or 40 hours per week.</p> <p>Note: Some employees are exempt, including persons whose duties are primarily managerial or supervisory.</p>
Overtime Pay	1 ½ times the regular pay rate.
Leaves of Absence	
Maternity Leave	<p>Up to 17 weeks of unpaid leave.</p> <p>Note: Pregnant employees are eligible after 12 continuous months of employment.</p>
Parental Leave	<p>Up to 37 weeks of unpaid leave.</p> <p>Note: Employee entitled after 12 continuous months of employment.</p> <p>Note: Available to both biological and adoptive parents.</p>
Bereavement Leave	<p>1 week of unpaid leave upon death of a member of the employee's immediate family.</p> <p>Note: Employee entitled regardless of length of employment.</p> <p>Note: The funeral must fall within the week of unpaid leave.</p> <p>Note: If the employee is designated by the family of a deceased member of a First Nation as the person responsible for organizing the funeral potlatch for the deceased, then the employee is also entitled to the bereavement leave.</p>
Sick Leave	<p>1 day of unpaid leave for every month employed by the employer to a maximum of 12 days.</p> <p>Note: Employee entitled regardless of length of employment.</p>
Compassionate Care Leave	<p>Up to 8 weeks of unpaid leave to provide care or support for a family member with serious medical condition and a significant risk of death within 26 weeks.</p> <p>Note: Employees regulated by the <i>Employee Standards Act</i> are</p>

	entitled to the leave regardless of length of employment.	
Reservist Leave	<p>Unpaid unrestricted leave for Reservists deployed for overseas missions, including pre and post-deployment duties related to the operation, and to both Reservists and Rangers deployed for domestic emergencies, for up to 15 days of annual training.</p> <p>Note: Employee is eligible after 6 consecutive months of continuous employment, or a shorter period that is prescribed for a class of employees to which the employee belongs.</p>	
Vacation Time	After 1 year of employment: 2 weeks per year.	
Vacation Pay	4% of gross wages earned by the employee during the year in which the employee earned the vacation time.	
General Holidays	<p>New Year's Day</p> <p>Good Friday</p> <p>Victoria Day</p> <p>Canada Day</p> <p>Discovery Day (Third Monday in August)</p> <p>Labour Day</p> <p>Thanksgiving Day</p> <p>Remembrance Day</p> <p>Christmas Day</p>	
General Holiday Pay	<p>If not worked: Holiday pay equal to the wages normally earned at the regular rate for a normal working day.</p> <p>If worked: Regular wages for the day plus the applicable overtime rate for all hours worked that day, or the regular rate of pay for the hours worked that day together with a mutually convenient day off with holiday pay added to the employee's annual vacation.</p> <p>Note: Among other requirements, to be eligible for holiday pay, the employee must have been employed 30 calendar days before the holiday.</p>	
Notice of Termination by Employer	Length of Service	Required Notice
	Less than 6 Months	None
	6 months to 1 year	1 week

	1 to 3 years	2 weeks
	3 to 4 years	3 weeks
	4 to 5 years	4 weeks
	5 to 6 years	5 weeks
	6 to 7 years	6 weeks
	7 to 8 years	7 weeks
	8 years or more	8 weeks
	Note: When terminating 25 or more employees in a 4-week period, group termination rules may apply.	
Temporary Layoffs	Termination occurs if the employee is on layoff for more than 13 out of 20 consecutive weeks, unless the Director has fixed a later recall date or unless the Employment Standards Board has ordered an extension of the layoff period, or both.	
Record Keeping	Retain records for 1 year after work 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"> • Notices from the Workers' Compensation Board. 	

** Last updated May 2012 **