

## ***Saskatchewan's Consolidation of Workplace Legislation***

On May 13, 2013, the Saskatchewan government passed the highly-anticipated *Saskatchewan Employment Act* (the "Act"). The Act is an update and consolidation of 12 pieces of employment and labour legislation, including the *Labour Standards Act*, the *Occupational Health and Safety Act, 1993*, the *Assignment of Wages Act*, the *Trade Union Act* and the *Wages Recovery Act*. The *Public Service Essential Services Act* will also be added to the Act in the fall of 2013. The Act is not yet in effect, but is expected to come to force in the fall of 2013.

According to its proponents, the consolidated Act will help ensure that employers meet their minimum employment standards and health and safety obligations, and improve compliance with employment and labour laws more generally.

Some significant amendments include the following:

- The creation of 5 additional leave of absence categories for critically ill child care, crime-related child death and disappearance, organ donation, and to attend a citizenship ceremony.
- A change in the overtime rules such that overtime can now be paid after 10 hours in a day where an employee works 4 days a week, even absent government authorization.
- The requirement that employees give 2 weeks of written notice of their intention to resign.

e2r Solutions® is committed to keeping you apprised of how these changes will impact your organizations. Please feel free to contact us with any questions regarding these developments.