

The minimum wage for employees is established in the *Employment Standards Regulation (Regulation)*.

## 1. What is Alberta's current minimum wage?

The basic minimum wage is \$7.00 per hour for all employees.

Certain categories of employees, identified in the *Regulation*, are subject to different minimum wage arrangements as follows:

- salespersons as defined in the *Regulation* who are exempted from recording daily hours of work, are entitled to a minimum wage of \$280 per week,
- domestic employees who live in the employer's residence are entitled to at least \$1335 per month (regardless of the number of hours worked),
- domestic employees who do not live in their employer's residence are entitled to at least \$7.00 per hour for all hours worked.

## 2. What is the minimum compensation to which an employee is entitled for being asked to come to work for short periods of time?

Employees must receive at least 3 hours at the minimum wage on each occasion that they are required to report to work, or come to work for short periods of time. Minimum compensation would not apply if an employee is unavailable to work long enough to earn an equivalent amount.

The following employees must be paid minimum compensation for at least two hours at not less than the minimum wage:

- school bus drivers,
- part-time employees employed in a recreation or athletic program who are employed by a municipality, Metis Settlement, or community service organization that does not operate for profit, and

- adolescents (12, 13 or 14 years of age) who work on a school day. Note: The *Regulation* prohibits an adolescent from working more than 2 hours on a school day.

## 3. How does the minimum compensation apply to an employee working a split shift?

If an employee is required to work a split shift and there is more than a one-hour break between the two segments of the shift, an employee must be paid the minimum compensation described in question #2 for **each** segment of their shift.

## 4. What is the minimum compensation an employee must be paid for attending a compulsory meeting or scheduled training session?

If the meeting or training occurs on an employee's regularly scheduled day off, the employee must receive at least the minimum compensation as described in question #2.

If an employee returns to work to attend the meeting or training after completing their shift, the employee must be paid the wages agreed to or overtime if applicable, whichever is greater. The rate of pay for meetings or training cannot be less than the minimum wage and the compensation received by the employee must equal or exceed the minimum compensation as outlined in question #2.

*Note:* If the meeting or training is not compulsory but is directly related to the employee's work and the employee attends, they must be paid the wages agreed to or overtime if applicable. The employee must receive at least the minimum compensation as outlined in question #2.

- Contact our Information Centre at: **427-3731**  
(Toll-free in Alberta by dialing 310-0000, then 780-427-3731)
- Visit our Web site at: [www.gov.ab.ca/hre/employmentstandards](http://www.gov.ab.ca/hre/employmentstandards)

**5. What must an employee be paid if they are “on call” or “on standby” at home?**

If an employee is not required to perform work at home, no payment is required. If an employee is required to work at home, the employee must be paid for the actual time worked at their regular rate of pay. If the employee is required to leave home and report to the work site, the minimum compensation as described in question #2 is applicable once the employee reports to work.

**6. What employees are exempt from the minimum wage?**

Exemptions from the minimum wage include the following employees:

- real estate brokers,
- securities sales persons,
- insurance sales persons paid entirely by commission,
- students engaged in a work experience program approved by the Minister of Learning or Minister of Human Resources and Employment,
- students engaged in an off-campus education program provided under the School Act,
- extras in a film or video production,
- counsellors or instructors at an educational or recreational camp operated on a non-profit basis for children or handicapped individuals or for religious purposes and
- farm employees.

**7. How do you determine if an employee paid by incentive-based pay or commission is receiving at least the minimum wage?**

An employee’s wages are totalled for the pay period established by the employer (maximum one month) and then divided by the total number of hours worked in that pay period. If the calculated hourly wage rate is less than the minimum wage, the employee must be paid at least the minimum wage for all hours worked. If the calculated rate is higher than the minimum wage, the employee must be paid their incentive-based pay or commission.

Note: This question does not apply to those employees who are entitled to a weekly minimum wage because no daily record of hours is required to be maintained.

For more information on incentive based pay and commission, refer to Fact Sheets #8 [Incentive-Based Pay and Minimum Compensation Entitlement](#) and #8A [Commission Pay Plans](#).

**8. Can an employer deduct from an employee’s wages for uniforms and board and lodging?**

An employer can, with written authorization from the employee, make deductions for supplying or cleaning of uniforms or special wearing apparel but cannot reduce the employee’s wages below the minimum wage or deduct for more than the actual cost to the employer. An employer can reduce an employee’s wages below minimum wage by \$2.30 for each consumed meal and \$3.05 per day for lodging provided. For more information, refer to Fact Sheet #18, [Deductions for Board, Lodging and Uniforms](#).