



The Minimum Wage Regulations

Title

1 These regulations may be cited as *The Minimum Wage Regulations*.

Minimum wage rates

2(1) For the period commencing on September 1, 2005 and ending on February 28, 2006, every employee shall be paid at a rate of wages that is not less than \$7.05 per hour.

(2) For the period commencing on March 1, 2006 and ending on February 28, 2007, every employee shall be paid at a rate of wages that is not less than \$7.55 per hour.

(3) For the period commencing on March 1, 2007, every employee shall be paid at a rate of wages that is not less than \$7.95 per hour.

(4) Subject to subsection (7), for the period commencing on September 1, 2005 and ending on February 28, 2006, every employee who is required to report for duty, other than for overtime, shall be paid a minimum sum of \$21.15, whether or not the employee is required to be on duty for three hours on that occasion.

(5) Subject to subsection (7), for the period commencing on March 1, 2006 and ending on February 28, 2007, every employee who is required to report for duty, other than for overtime, shall be paid a minimum sum of \$22.65, whether or not the employee is required to be on duty for three hours on that occasion.

(6) Subject to subsection (7), for the period commencing on March 1, 2007, every employee who is required to report for duty, other than for overtime, shall be paid a minimum sum of \$23.85, whether or not the employee is required to be on duty for three hours on that occasion.

(7) Subsections (4) to (6) do not apply to an employee who is:

- (a) a school student in regular attendance during the school term;
- (b) a janitor;
- (c) a caretaker;
- (d) a building cleaner;
- (e) a noon-hour supervisor employed by a board of education as defined in *The Education Act, 1995* or by a conseil scolaire as defined in that Act; or
- (f) a person employed to operate a vehicle that is:
 - (i) registered pursuant to *The Vehicle Administration Act*; and
 - (ii) used as a school bus for the transportation of students to and from a school as defined in *The Education Act, 1995*.

Rest periods

3 Where an employer grants a rest period to an employee, that rest period is deemed to be time worked.

Statement of earnings

4(1) An employer shall deliver a statement of earnings immediately to each employee:

- (a) on every regular pay day;
- (b) when making payments of wage adjustments; and
- (c) on the termination of employment of the employee.

(see reverse)

Regulation to be posted

Every employer shall post a copy of this regulation in the workplace where employees can easily read it.

(2) A statement of earnings required by subsection (1) must:

(a) clearly set forth:

- (i) the name of the employee;
- (ii) the beginning and ending dates of the period for which the payment of wages is being made;
- (iii) the number of hours of work for which payment is being made;
- (iv) the rate or rates of wages;
- (v) the category or class of employment for which payment of wages is being made;
- (vi) the amount of total wages;
- (vii) an itemized statement of any deductions from wages being made; and
- (viii) the actual amount of the payment being made; and

(b) be in a form that is separate from, or readily detachable from, any form of cheque or other type of voucher issued in the payment of wages.

Application of sections 6 to 9

5 Sections 6 to 9 apply to all employees employed in hotels, restaurants, educational institutions, hospitals and nursing homes and to the employers of those employees, except any employees or employers exempted by any regulation made pursuant to *The Labour Standards Act*.

Working shifts

6 An employer shall confine the hours of work of each employee to a period of 12 hours in any one day and shall not require or permit any employee to report for duty on more than two occasions in that 12-hour period.

Transportation for certain employees

7 An employer shall provide each employee who is required or permitted to finish work between the hours of 12:30 a.m. and 7:00 a.m. local time with free transportation to the employee's place of residence.

Minimum age for employment

8 The minimum age at which employees may be employed in hotels, restaurants, educational institutions, hospitals and nursing homes is 16 years of age.

Uniforms

9 An employer who requires an employee, other than a registered nurse, to wear a uniform or any special article of wearing apparel:

- (a) shall provide, repair and launder that uniform or special article of wearing apparel free of cost to the employee; and
- (b) shall not make any deduction from the wages of the employee for providing, repairing or laundering that uniform or special article of wearing apparel.

Regulation to be provided on request

10 Every employer shall provide a copy or abstract of this regulation, at the request of the employee, to each employee at the time when the employee is being hired by the employer.

Regulation to be posted

11 Every employer shall keep a copy or abstract of this regulation posted in a conspicuous position in the place where employees are engaged in their duties.

R.R.S. c.L-1 Reg 7 repealed

12 *The Minimum Wage Board Order, 1997* is repealed.

For more information, call:

Labour Standards Branch, Saskatchewan Labour
(306) 787-2438 in Regina or 1-800-667-1783 toll free
www.labour.gov.sk.ca

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