

Overtime

Labour Standards information for the restaurant and foodservices industry

Did You Know?

A 'day' is any period of 24 consecutive hours and a 'week' is defined as Saturday midnight to the following Saturday midnight.

1. Overtime.

Overtime is payable after employees have worked or are at their employer's disposal for more than eight hours in a day and/or 40 hours in a week (reduced to 32 hours in a week with a public holiday). Hourly paid and salaried employees who are not managers or supervisors are all entitled to overtime. The overtime rate is 1 1/2 times the employee's regular hourly wage.

Unless there is an emergency, an employee can turn down work that would exceed 44 hours in a week.

Did You Know?

Where an employer permits or requires an employee to be at his disposal, the employee

is considered to be working and must be paid.

Under labour standards, where an employer has knowledge that an employee is working and the employer does not cause the employee to stop working, the employer shall be deemed to have permitted the employee to work.

2. Overtime exemptions.

Managers and persons working north of Township 62, except employees working in La Ronge, Creighton (or within a 10 Km radius of these centres) and Uranium City do not have to be paid overtime. However, these individuals are still subject to at least the minimum wage for all hours worked.

Did You Know?

Employees are considered managers when they supervise or direct other workers, can hire, fire, discipline and promote employees, assign duties and make budgetary decisions, which affect the company.

3. Calculation of hourly wage for employees on a salary.

To calculate the hourly rate for employees paid on a monthly basis, multiply the monthly wage by 12, divide the result by 52, and then divide by the regular weekly hours worked (which cannot be more than 40).

4. Permits.

Labour Standards provides options for flexible hours, short-shifting and compressed work weeks through the use of permits. To obtain a permit, employers must apply to the Director of Labour Standards. A prescribed majority of the affected employees must indicate their agreement by signing the application. If a trade union exists in the workplace, the employer and the union must negotiate a modified hours of work agreement.

5. Short-shifting.

Short-shifting occurs when employees work more than eight hours in any 24-hour period. Except where there is a permit allowing for a modified work schedule, employees are eligible for overtime pay after eight hours in a 24-hour period.

Did You Know?

The northern boundary of Township 62 is approximately an east-west line running through Meadow Lake Provincial Park.

(see over)



Saskatchewan
Labour

This publication is part of a series developed in cooperation by the Canadian Restaurant and Foodservices Association and Saskatchewan Labour. For more information, visit www.labour.gov.sk.ca or www.crfa.ca.



Canadian Restaurant
and Foodservices
Association

Association canadienne
des restaurateurs et des
services alimentaires

6. Break between shifts.

Employees are entitled to a period of eight consecutive hours of rest in any period of 24 hours. Employees must receive this break unless there is an emergency. An "emergency" is a sudden occurrence for which an employer could not have planned.

Note: This publication is not a legal document. The original Act and Regulations should be consulted for all purposes of interpretation and application of the law.



**Saskatchewan
Labour**

This publication is part of a series developed in cooperation by the Canadian Restaurant and Foodservices Association and Saskatchewan Labour. For more information, visit www.labour.gov.sk.ca or www.crfa.ca.



**Canadian Restaurant
and Foodservices
Association**

Association canadienne
des restaurateurs et des
services alimentaires