

# Special Provisions

## Labour Standards information for the restaurant and foodservices industry

### 1. Minimum call-out pay.

Most restaurant and foodservices employees get at least three times the current minimum wage (called minimum call-out pay) every time their employer requires them to report for work (other than overtime) even if it turns out there is no work for them. If the employees do work, they must be paid either the minimum call-out pay or their regular wage for the time worked, whichever is the greater amount.

The minimum call-out rule does not apply to high school and post-secondary students in regular attendance during the school term. Minimum call-out applies when students are working during breaks between school terms.

### 2. Uniforms.

If employers require their employees to wear uniforms, the employer is responsible for supplying, laundering and repairing the uniform free of charge.

If necessary, employers may, by policy, require a reasonable and returnable deposit on uniforms equal to not more than 25% of the employer's cost of the uniform. The deposit must be refunded upon return of the uniform.



A 'uniform' is a special article of wearing apparel. This includes clothes associated with the business such as a hat, golf shirt or jacket with the business name or logo on it.

When the employer asks the employees to wear articles of clothing that can normally be expected to be in a person's general wardrobe- such as a dark skirt/pants and white shirt – the attire requested would not be considered to be a "uniform" and the employer does not have to provide or launder it.

### 3. Coffee or rest periods.

Coffee and rest breaks are provided at the discretion of the employer. But where provided, they must be paid.

### 4. Transportation home.

Employers must provide employees who finish work between 12:30 a.m. and 7:00 a.m. with free transportation to the employee's home. This affects all outlets that serve food, including bars and lounges.

### 5. Split shifts.

Only two shifts per day are permitted. Those shifts must be confined to a twelve-hour period. If the first shift starts at 7:00 AM, the second shift must end no later than 7:00 PM.

### 6. Minimum age for employment.

The minimum age for employment in this industry is 16 years of age. Employers may also wish to check with Saskatchewan Liquor and Gaming (306-787-4213) to determine if there are restrictions on the age a person may work in the handling and serving of alcohol.

Note: This publication is not a legal document. The Minimum Wage Board Order should be consulted for all purposes of interpretation and application of the law.



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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](http://www.labour.gov.sk.ca) or [www.crfa.ca](http://www.crfa.ca).



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