



Special Provisions

Information for SIAST Students

1. Minimum call-out pay.

Most 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 (\$22.65 now; \$23.85 effective March 1, 2007) or their regular wage for the time worked, whichever is the greater amount.

The minimum call-out rule does not apply to students in regular attendance during the school term. Minimum call-out applies when students are working during summer vacation.

2. Coffee breaks.

Coffee breaks and rest breaks are provided at the discretion of the employer. If rest breaks are provided, employees must be paid for the time taken.

3. Transportation home.

Employers in hotels, restaurants, educational institutions, hospitals, or nursing homes must provide each employee working between 12:30 a.m. and 7:00 a.m. with free transportation to the place where they live. This requirement affects all outlets that serve food, including bars and lounges.

4. Split shifts.

Only two shifts per day are permitted for employees in hotels, restaurants, educational institutions, hospitals, or nursing homes. Those shifts must be confined to a twelve-hour period. For example, if the first shift starts at 7:00 a.m., the second shift must end no later than 7:00 p.m.

5. Minimum age of employment.

Under labour standards legislation, the minimum age of employment in an educational institution, hospital, nursing home, hotel, or restaurant is 16.

Under section 14 of *The Occupational Health and Safety Regulations*:

1. No one under the age of 16 may be employed or permitted to work:
 - on a construction site;
 - in a production process at a pulp mill, sawmill or woodworking establishment;
 - in a production process at a smelter, foundry, refinery or metal processing or fabricating operation;
 - in a confined space;
 - in a production process in a meat, fish or poultry processing plant;
 - in a forestry or logging operation;
 - on a drilling or servicing rig;
 - as an operator of powered mobile equipment, a crane or a hoist;
 - where exposure to a chemical or biological substance is likely to endanger the health or safety of the person; or
 - in power line construction or maintenance.
2. No one under the age of 18 may be employed:
 - underground or in an open pit at a mine;
 - as a radiation worker;
 - in an asbestos process;
 - in a silica process; or
 - in any activity for requiring the use of an atmosphere-supplying respirator.

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To contact the Labour Standards Branch:

Visit our website: www.labour.gov.sk.ca

Call: 1-800-667-1783 toll free in Canada fax: (306) 787-4780 in Regina

Under *The Education Act*, students under the age of 16 must get written permission from the principal to work during school hours.

6. Uniforms in specific industries

Labour standards legislation has special provisions about uniforms that affect employers and employees in hotels, restaurants, educational institutions, hospitals, and nursing homes. These provisions do not apply to registered nurses.

Employers in these industries who require employees to wear uniforms must provide, repair, and launder the uniforms free of charge to the employee.

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 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, repair or launder it.

If necessary, employers may require a reasonable and returnable deposit on uniforms of no more than 25% of the employer's cost of the uniform. The deposit must be refunded upon return of the uniform.