

Minimum Wages across Canada

(effective October 1, 2016)

Jurisdiction	Wage Rate/HR	Notes
Alberta	\$12.20	Liquor Servers \$10.70.
British Columbia	\$10.85	The minimum wage is adjusted annually by the change in the Consumer Price Index. Liquor servers \$9.20.
Manitoba	\$11.00	
New Brunswick	\$10.65	
Newfoundland & Labrador	\$10.50	
Northwest Territories	\$12.50	
Nova Scotia	\$10.70	Minimum wage is adjusted by the change in the Consumer Price Index. \$10.10 for inexperienced workers - i.e., a person who has not been employed for more than three months by any employer to do the work for which he/she is presently employed.
Nunavut	\$13.00	
Ontario	\$11.40	Liquor servers: \$9.80. Student's wage (under age 18, working 28 hours or under per week while school is in session or work when there is a school break): \$10.55.
Prince Edward Island	\$11.00	
Quebec	\$10.75	Workers receiving gratuities receive \$9.05
Saskatchewan	\$10.72	Minimum wage adjusted annually relate to Consumer Price Index.

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Yukon	\$11.07	Adjusted annually relative to the Consumer Price Index.
Federal		The minimum wage rate for workers in the federal sector is the minimum rate of the province or territory where the employee is usually employed.

Where there is no NOTE, these rates also apply to young workers.

There has been a marked trend since the early 1980s toward the repeal of youth rates, likely because these could be deemed contrary to the Charter of Rights and Freedoms which prohibits discrimination on the basis of age. Different pay rates for young workers still exists in Ontario.

Other jurisdictions do not provide minimum wage coverage for some young workers. In Newfoundland and Labrador and the Yukon, the general minimum wage rate does not apply to employees under 16 and under 17 years of age respectively.

General Information about Employment Standards

<i>Prov</i>	<i>Vac. Pay</i>	<i>Public Holidays (Day)</i>	<i>Hrs. of Work</i>	<i>Breaks</i>	<i>O/T Pay</i>	<i>Termination (Notice)</i>
BC	4% - 2 weeks after 1 year 6% after 5 years	10 holidays Must work 15/30 days to qualify	40 hrs/wk 8 hrs/day **Can be scheduled up to 44 hours	30 mins per 5 hrs worked (unpaid)	*Time + ½ after 8 hrs *Double Time after 12 hrs/day *Time + ½ after 40 hrs/wk	3mos-1 yr =1 week pay 1-3 yrs = 2 weeks' pay
AB	4% - 2 weeks after 1 year	9 holidays Must have worked 30 days in previous yr. to be paid	12 hrs/day Max.	30 mins per 5 hrs worked (unpaid)	*Time + ½ after 8 hours/day *Time + ½ over 44 hrs/wk	Written notice of at least 1 wk/2 yrs of service
SK	6% - 3 weeks' pay after 1 year	10 Holidays All paid days	44 hrs/wk No punishment for working less than 44	30 mins- after 6 hrs (unpaid) 8 hrs rest within 24 hours	*Time + ½ after 8 hrs/day *Time + ½ after 40 hrs/wk	Written notice of at least 1wk/3 yrs service. Pay instead of notice clauses- same
MB	4% - 2 weeks after 1 year	8 Holidays all paid days	40 hrs/wk 8 hrs/day	30 mins- after 5 hrs (unpaid)	*Time + 1.5 after 8 hrs *Time +1.5 over 40 hrs/wk	Less than 30 days=1 week 1yr = 2wks notice
ON	4% - 2 weeks after 1 year	9 Holidays most employees are paid.	48 hrs/wk More than 8 hrs, if employee approves.	30 mins- after 5 hrs (unpaid)	*Time + 1.5 after 8 hrs *Time over 44 hrs/wk	Written notice 1wk/yr of work. Severance Paid in lieu of notice is same.

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PQ	4% - 2 weeks after 1 year 6% - After 5 years	7 Holidays , + paid compensatory day in lieu	40 hrs/wk beyond that a worker <u>may</u> refuse to work those hours	30 mins- after 5 hrs (unpaid) with pay if you are not to leave work.	* Time+ .5 after 40hrs/wk	Written notice of at least 1wk/3yrs service. Pay instead of notice clauses- same
NS	4% - 2 weeks' vacation after 1 year of work. 6% - After 8 yrs	6 Holidays Must work 15/30 days to qualify for holiday pay.	48 hrs/wk *Employer can be require more than 48 under circumstances	30 mins- after 5 hrs (unpaid) with pay if you are not to leave work.	*Time + .5 after 48 hrs/wk.	Written notice of 1week after 3 months. 8 weeks if over 10 yrs. Employees with 10 yrs of service require employers provide good reason and just cause for severance.
NB	< 8 years = 1 day/per month <u>or</u> 2 weeks/ per year. 4% > 8 years = 1.25 day/per month <u>or</u> 3 weeks /per year. 6%	7 paid Holidays Must have been employed for 90 days prior. All employees paid 1.5 x wages worked +Reg.Pay	-44 hrs/ wk - --Normal -No Max -Can be scheduled more than 44 hrs/ must be paid OT.	30 mins per 5 hrs worked	* Employers must pay Time + 1.5 wages for excess of 44hr.	< 6 month = no notice needed. >7 Months = 2 weeks' notice. Employer may pay wages in lieu of notice. Same.

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PEI	< 1 yr, can take vac.pay over time off. 2 wks/yr of Employment	7 paid Holidays.	48 hrs/wk Employees may 'bank' time off later(within 3 months)	30 mins per 5 hrs worked (unpaid)	*Time + .5 after 48 hours for all hours.	< 6 months = no notice >6 months/5 yrs=2wks >10 years= 6 wks >15 yrs= 8 wks
NL	>5 working days 4% paid before vacation. >15 years 6% of gross earnings.	6 paid Holidays. Applies to all workers. Double time for working holiday.	40 hrs/wk 14 hrs/day Max	60 mins per 5 hrs worked (unpaid, unless the employer controls the break)	*Time + .5 after 40 hours for all hours worked.	
YK	>1yr of Employment = 2 weeks' vacation. 4% of earnings of all workers employed for >14 days.	9 paid Holidays. Must have been employed for 90 days prior. All employees paid 1.5 x wages worked +Reg. Pay	40 hrs/wk 8 hrs/day * OT applies after these.	30 mins per 5 hrs worked (unpaid) Must have 8 hrs off between shifts.	*Time + .5 after 40 hours for all hours worked.	<6 months no notice >6 months Written notice is required. Notice is 1 week per year of employment. Max 8 weeks, pay in lieu of notice is same.
NU	>1yr = 2 weeks >6yrs = 3 weeks	10 Holidays Paid unless working then 1.5 x wage.	40 hrs/week 8 hrs/day 4hrs/call in pay 60hrs/week-(Max) 10hrs/day-(Max)	1 Full day of Rest in the weekend (Sunday)	*Time + .5 after 40 hours for all hours worked. over 40 hrs and 8 hrs = 1.5 x wages.	<3 months = No Notice needed >3 months - 3 yrs = 2 weeks' notice >3 yrs- 8 yrs = 8 wks (max)

Holidays in ALL Provinces/Territories: New Years' Day, Good Friday, Canada Day, Labour Day, Christmas Day.