

# *The Minimum Wage Regulations, 2014*

*being*

Chapter S-15.1 Reg 3 (effective April 29, 2014) as amended  
by Saskatchewan Regulations 20/2020.

## **NOTE:**

This consolidation is not official. Amendments have been incorporated for convenience of reference and the original statutes and regulations should be consulted for all purposes of interpretation and application of the law. In order to preserve the integrity of the original statutes and regulations, errors that may have appeared are reproduced in this consolidation.

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**CHAPTER S-15.1 REG 3**  
*The Saskatchewan Employment Act*

**Title**

- 1** These regulations may be cited as *The Minimum Wage Regulations, 2014*.

**Interpretation**

- 2** In these regulations, “**Act**” means *The Saskatchewan Employment Act*.

11 Apr 2014 cS-15.1 Reg 3 s2.

**Minimum wage rates**

- 3(1)** In this section:

- (a) “**average hourly wage**” means the average hourly wage for employees 15 years of age and over for Saskatchewan as published monthly by Statistics Canada;
  - (b) “**consumer price index**” means the “all-items” Consumer Price Index for Saskatchewan as published monthly by Statistics Canada;
  - (c) “**pay period**” means the period commencing on October 1 of one year and ending on September 30 of the following year.
- (2) Subject to subsections (3) to (9), every employee shall be paid at a rate of wages that is not less than \$11.32 per hour.
- (3) Subject to subsections (5) and (7), on or before June 30 of each year, the Lieutenant Governor in Council may fix the rate per hour to be paid as the minimum wage during the pay period commencing after that June 30 and, for that purpose, may fix the rate per hour at the adjusted rate per hour determined by the minister in accordance with subsection (4).
- (4) For the purposes of subsection (3), the minister shall, by order, determine an adjusted rate per hour in the amount AMW calculated in accordance with the following formula:

$$AMW = \left( \frac{1 + CAHW}{2} + \frac{1 + CCPI}{2} \right) \times CMW$$

where:

CAHW is the percentage change in the average hourly wage for the year before the year in which the calculation is made expressed as a decimal;

CCPI is the percentage change in the consumer price index for the year before the year in which the calculation is made expressed as a decimal; and

CMW is the minimum wage at the date the calculation is made.

(5) Subject to subsection (7), during the pay period mentioned in subsection (3), every employee shall be paid at a rate of wages that is not less than the rate per hour fixed by the Lieutenant Governor in Council pursuant to subsection (3).

(6) As soon as is reasonably possible after June 30 in each year, the minister shall cause the rate per hour fixed pursuant to subsection (3):

- (a) to be published in the Gazette; and
- (b) to be made available in any manner that the minister considers appropriate to bring the rate per hour to the attention of the public, including posting it on the website of the ministry over which the minister presides.

(7) If the Lieutenant Governor in Council does not fix a rate per hour pursuant to subsection (3) on or before June 30 of a year for the pay period commencing after that June 30:

- (a) the rate per hour during the pay period commencing after that June 30 is to be the same as that for the previous pay period; and
- (b) the minister shall cause notice of that rate per hour:
  - (i) to be published in the Gazette; and
  - (ii) to be made available in any manner that the minister considers appropriate to bring the rate per hour to the attention of the public, including posting it on the website of the ministry over which the minister presides.

(8) Subject to subsection (9), every employee who is required to report for duty, other than for overtime, shall be paid a minimum sum equal to three times the employee's hourly wage, whether or not the employee is required to be on duty for three hours on that occasion.

(9) An employee who is described in one or more of the following categories and who is required to report for duty, other than for overtime, must be paid a minimum sum equal to the employee's hourly wage whether or not the employee is required to be on duty for an entire hour when required to so report on that occasion:

- (a) a school student in regular attendance during the school term;
- (b) a noon-hour supervisor employed by a board of education as defined in *The Education Act, 1995* or by the conseil scolaire as defined in that Act;
- (c) a person employed to operate a vehicle that is:
  - (i) registered pursuant to *The Traffic Safety Act*; and
  - (ii) used as a school bus for the transportation of pupils to and from a school as defined in *The Education Act, 1995*;
- (d) an election official as defined in *The Election Act Regulations*.

**Regulation to be provided on request**

4 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.

11 Apr 2014 cS-15.1 Reg 3 s4.

**Regulation to be posted**

5 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.

11 Apr 2014 cS-15.1 Reg 3 s5.

**R.R.S. c.L-1 Reg 8 amended**

6(1) *The Minimum Wage Regulations* are amended in the manner set forth in this section.

**(2) Section 1 is amended by striking out “*The Minimum Wage Regulations*” and substituting “*The Conditions of Employment Regulations*”.**

**(3) Sections 2 and 4 are repealed.**

11 Apr 2014 cS-15.1 Reg 3 s6.

**Coming into force**

7(1) Subject to subsection (2), these regulations come into force on the day on which section 2-1 of *The Saskatchewan Employment Act* comes into force.

(2) If section 2-1 of *The Saskatchewan Employment Act* comes into force before the day on which these regulations are filed with the Registrar of Regulations, these regulations come into force on the day on which they are filed with the Registrar of Regulations.

11 Apr 2014 cS-15.1 Reg 3 s7.

