

# Employment Standards Summary July 2011

Jurisdiction and minimum wage	Standard Hours	Maximum Hours	Averaging Agreements	Overtime (OT) Rate	Right to Refuse OT	Time Off in Lieu of OT Wages <sup>3</sup>	Minimum Rest Periods	Meal and Other Breaks
<b>Federal</b>	8 in a day; 40 in a week	48 in a week	Yes	1 ½ times reg. rate	No	No	1 day per week	<i>Not specified</i>
<b>Alberta</b> \$8.80	8 in a day; 44 in a week	12 consecutive hours in a day	Yes	1 ½ times reg. rate	No	Yes	8 hours between shifts; 1 day per week (average)	½ hour during each shift in excess of 5 consecutive hours of work
<b>British Columbia</b> \$8.75	8 in a day; 40 in a week	N/A	Yes	1 ½ or 2 times <sup>14</sup> reg. rate	No	Yes	8 consecutive hours between shifts 32 consecutive hours in a week	½ hour after each 5 consecutive hours of work
<b>Manitoba</b> \$9.50	8 in a day; 40 in a week	N/A		1 ½ times reg. rate <sup>20</sup>		Yes	24 consecutive hours in a week	½ hour after each 5 consecutive hours of work
<b>New Brunswick</b> \$9.50	44 in a week	N/A	No	1 ½ times min. wage	No	No	24 consecutive hours in a week	½ hour after each 5 consecutive hours of work
<b>Newfoundland and Labrador</b> \$10.00	40 in a week	14 in a day	No	1 ½ times min. wage <sup>28</sup>	No	Yes	8 consecutive hours in a 24-hour period 24 consecutive hours in a week	1 hour immediately after each 5 consecutive hours of work
<b>Northwest Territories and Nunavut<sup>33</sup></b> \$10.00 \$11.00	8 in a day; 40 in a week	10 in a day; 60 in a week		1 ½ times reg. rate	No	No	1 day per week	½ hour after each 5 consecutive hours of work

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<b>Nova Scotia</b> \$9.65	48 in a week	N/A	Yes	1 ½ times reg. rate	No	No	24 consecutive hours in a 7-day period	<i>Not specified</i>
<b>Ontario</b> \$10.25	44 in a week	8 in a day  (or employee's regular work day if more);  48 in a week	Yes	1 ½ times reg. rate	No	Yes	8 hours between shifts;  11 consecutive hours in a day;  24 consecutive hours in a week or 48 consecutive hours in a 2-week period	½ hour after each 5 consecutive hours of work; an employer and an employee may agree to split the break into two periods totalling at least 30 minutes during that period.  If an employer provides another type of break, such as a coffee break, and the employee must remain at his/her workplace during that break, the employee is deemed to be performing work during that time.
<b>Prince Edward Island</b> \$9.30	48 in a week	N/A	No	1 ½ times reg. rate	No	No	24 consecutive hours in a 7-day period	½ hour after each 5 consecutive hours of work
<b>Quebec</b> \$9.65	40 in a week	N/A		1 ½ times reg. rate	Yes (limited)	Yes	32 consecutive hours in a week	½ hour after each 5 consecutive hours of work <sup>53</sup> .  If an employer provides another type of break, such as a coffee break, the employee is deemed to be at work during that time.
<b>Saskatchewan</b> <sup>54</sup> \$9.25	8 in a day;  40 in a week	44/week		1 ½ times reg. rate	Yes (limited)	No	8 consecutive hours in a 24-hour period;  24 or 48 consecutive hours in a 7-day period (for employees who usually work 20 hours or more in a week)	½ hour within every 5 consecutive hours of work for employees working 6 hours or more.  Where necessary for medical reasons, an individual employee is entitled to take a meal break at another time.  If an employer provides another type of break, such as

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<b>Yukon</b> \$9.00	8 in a day;  40 in a week	N/A		1 ½ times reg. rate	Yes	Yes	8 consecutive hours between shifts;  2 days per week	½ hour after 5 consecutive hours of work for employees who work 10 hours or less on that day; ½ hour after 6 consecutive hours for employees who work more than 10 hours on that day.