Alberta Employment Standards

Eye Care Collective

Annual Vacation Entitlements

Two weeks per year after each of the first four years of employment and three weeks per year after five consecutive years of employment.

Averaging Agreements

A written agreement between the employer and an employee or group of employees can average work hours over a period of one to 52 weeks.

Calculating Overtime

Overtime hours are calculated on any hours worked in excess of 44 hours weekly or eight hours daily, whichever is greater.

Employer Termination Notice

- No notice required for less than 90 days of employment;
- One week of notice for 90 days of employment but less than two years;
- Two weeks of notice for two years of employment but less than four years;
- Four weeks of notice for four years of employment but less than six years;
- Five weeks of notice for six years of employment but less than eight years;
- Six weeks of notice for eight years of employment but less than 10 years; and
- Eight weeks of notice for 10 years of employment or more.

Hours Free From Work

24 consecutive hours free from work every week with an additional consecutive day off for each additional consecutive week worked, up to four consecutive weeks; a minimum of four consecutive days off are required after every 24 consecutive days worked.

Maximum Hours Before Overtime

Eight hours per day or 44 hours per week.

Minimum Daily Hours of Work

Employees who report to work must be paid a minimum of three hours at minimum wage.

Minimum Wage

$15.00 per hour.

Overtime Rate

1.5 times the employee's regular wage rate.

Overtime Required?

Employers may only require an employee work overtime in designated circumstances.

Pay for Public Holidays Worked

If the holiday falls on a normal work day, holiday pay equals:

- The employee's average daily wage (calculated by dividing the employee's wages, general holiday pay, and vacation pay earned by the number of days worked in the period in either the four-week period immediately preceding the general holiday, or the four-week period ending on the last day of the pay period immediately preceding the general holiday, whichever the employer decides) plus 1.5 times regular wage rate for each hour worked; or
- The employee's regular wage rate for each hour worked on the holiday and a substituted paid day off at the employee's average daily wage.

If the holiday falls on not normally a work day

Paid at 1.5 times the employee's regular wage rate for each hour worked on the holiday.

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Protected Leaves

- Maternity leave;
- Parental leave;
- Compassionate care leave;
- Long-term illness and injury leave;
- Personal and family responsibility leave;
- Bereavement leave;
- Domestic violence leave;
- Leave for citizenship ceremony;
- Critical illness leave;
- Death or disappearance of a child leave;
- Reservist leave;
- Jury Duty; and
- Time for Voting.

Public/Statutory/General Holidays

1. New Year's Day;
2. Alberta Family Day;
3. Good Friday;
4. Easter Monday (optional);
5. Victoria Day;
6. Canada Day;
7. Heritage Day (optional);
8. Labour Day;
9. National Day for Truth and Reconciliation (optional);
10. Thanksgiving Day;
11. Remembrance Day;
12. Christmas Day; and
13. Boxing Day (optional).

Scheduled Breaks

Employees receive a 30-minute rest period after working five consecutive hours. Employees working 10 or more hours must receive two 30-minute rest periods.

Termination Pay in Lieu of Notice

Termination pay in lieu of notice is equal to all regular wages the employee would have earned in those weeks if they had worked throughout the applicable notice period. An employer may give a combination of termination notice and termination pay.

Time off in Lieu

Employees and employers may agree in writing that the employee may bank overtime hours, to be taken as one hour off for every hour worked and taken within six months.

Training Requirements

- Occupational Health and Safety Awareness
- WHMIS 2015
- Workplace Violence and Harassment

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