Manitoba 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 may be implemented if the employer and employee or group of employees agree to average work hours over a specific period of time, as long as the employees' standard hours of work do not exceed 12 hours per day, 60 hours per week, and hours are determined by the prescribed formula.

Calculating Overtime

Overtime is calculated at 1.5 times the employee's regular wage rate for hours worked beyond eight hours per day and 40 hours per week. Overtime is calculated on a daily or weekly basis, whichever is greater.

Employer Termination Notice

- No notice required for less than 30 days of employment;
- One week of notice for 30 days of employment but less than one year;
- Two weeks of notice for one year of employment but less than three years;
- Four weeks of notice for three years of employment but less than five years;
- Six weeks of notice for five 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 each week.

Maximum Hours Before Overtime

Eight hours per day and 40 hours per week.

Minimum Daily Hours of Work

An employee who reports for work at the employer's request or when scheduled to work for a period of three hours or more and is not required to work or is required to work for less than three hours is entitled to be paid the wage payable for the hours worked (if any) or the regular wage rate for three hours of work, whichever is more.

An employee who reports for a scheduled period of less than three hours is entitled to be paid the wage payable for the hours worked (if any) or the regular wage rate for the scheduled hours of work, whichever is more.

Minimum Wage

$16.40 per hour.

Overtime Rate

1.5 times the employee's regular wage rate.

Overtime Required?

No, employees have the right to refuse to work overtime except in prescribed emergencies.

Pay for Public Holidays Worked

Holiday pay (calculated as regular daily wages or five percent of wages for previous four-week period) plus overtime wage rate for hours worked; or in certain industries, regular wages for hours worked on the holiday and a paid substitute day off with holiday pay, taken within 30 days.

Please note that entitlements included within this document are reflective of current status as of October 1, 2026. Some items may be affected by future legislative changes and members are advised to consult applicable legislation as required.

Protected Leaves

- Maternity leave;
- Parental leave;
- Compassionate care leave;
- Family leave;
- Bereavement leave;
- Leave for reservists;
- Leave for organ donation;
- Leave for citizenship ceremony;
- Leave related critical illness;
- Leave related to the death or disappearance of a child;
- Long-term leave for serious injury or illness;
- Interpersonal violence leave;
- Public health emergency leave – COVID-19;
- COVID-19 vaccination leave;
- Jury duty leave;
- Time for voting;
- Leave to participate in elections; and
- Educational leave (health and safety committee members or health and safety representative).

Public/Statutory/General Holidays

1. New Year's Day;
2. Louis Riel Day (the third Monday in February);
3. Good Friday;
4. Victoria Day;
5. July 1 (Canada Day);
6. Labour Day;
7. Orange Shirt Day (National Day for Truth and Reconciliation)
8. Thanksgiving Day; and
9. Christmas Day.

Scheduled Breaks

Employees are entitled to a 30-minute break after every five consecutive hours of work.

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.

Time off in Lieu

An employer and an employee may make a written agreement to allow the employee to take paid time off in lieu of overtime pay for some or all the employee's overtime hours, known as banked time. Banked time is credited at a rate of 1.5 times the hours worked beyond eight hours per day or 40 hours per week. Banked time must be used three months after the end of the pay period in which the overtime was worked unless otherwise prescribed.

Training Requirements

- Occupational Health and Safety Awareness
- WHMIS 2015
- Accessible Employment Standards (customer service where necessary)
- Workplace Violence and Harassment

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