Nova Scotia Employment Standards

Eye Care Collective

Annual Vacation Entitlements

Two weeks per year after 12 consecutive months of employment and three weeks per year after eight consecutive years of employment.

Averaging Agreements

The employer and employee may enter into a written agreement to average the employee's hours of work where there is a predetermined fixed cycle of work that repeats over a specific period of time and provides for extended time off.

Calculating Overtime

Overtime hours are calculated on any hours worked in excess of 48 hours in a week.

Employer Termination Notice

- No notice required for less than 90 days of employment;
- One week of notice for three months of employment but less than two years;
- Two weeks of notice for two years of employment but less than five years;
- Four weeks of notice for five years of employment but less than 10 years;
- Eight weeks of notice for 10 or more years of employment.

Hours Free From Work

24 consecutive hours free from work every week. Whenever possible, this day should be granted on a Sunday.

Maximum Hours Before Overtime

48 hours per week.

Medical Certificates

Employers cannot ask for a medical certificate for:

- Unpaid sick leave and family responsibility leave absences of five or fewer working days due to sickness or injury, unless those absences occur non-consecutively within a 12-month period.

Minimum Daily Hours of Work

Employees who are called into work for work outside of their scheduled work hours must be paid for at least three hours of work at the minimum wage rate.

Minimum Wage

$17.00 per hour.

Overtime Rate

1.5 times the employee's regular wage rate.

Overtime Required?

Yes, employees are not permitted to refuse overtime.

Pay for Public Holidays Worked

- Holiday pay (calculated as average daily wages plus 1.5 times regular wage rate for hours worked); or
- Regular wages for hours worked plus a substituted paid day off if they are employed in a continuous operation.

Pay Transparency

Under the Labour Standards Code, employers are prohibited from asking applicants or an applicant's current or former employer about an applicant's wage history. Employers also cannot prevent employees from discussing or disclosing their pay or the pay of another employee with others in the workplace.

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Protected Leaves

- Pregnancy leave;
- Parental leave;
- Bereavement leave;
- Court leave;
- Compassionate-care leave;
- Sick leave and family responsibility leave;
- Serious illness leave;
- Reservists leave;
- Emergency leave;
- Leave for citizenship ceremony;
- Critically ill child care leave;
- Critically ill adult care leave;
- Crime-related child death or disappearance leave;
- Leave for victims of domestic violence; and
- Time for voting (provincial and federal).

Public/Statutory/General Holidays

1. New Year's Day;
2. Nova Scotia Heritage Day;
3. Good Friday;
4. Canada Day;
5. Labour Day; and
6. Christmas Day.

Scheduled Breaks

Employees are entitled to at least 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

Not legislated in Nova Scotia employment legislation.

Training Requirements

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

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