Saskatchewan Employment Standards

Eye Care Collective

Annual Vacation Entitlements

3 weeks per year after 12 consecutive months and 4 weeks per year after 10 consecutive years.

Averaging Agreements

A written agreement may be implemented if the employer and employee agree to average work hours over a period of one to four weeks for the purpose of determining overtime eligibility. Work weeks may also be compressed as part of these agreements. All such agreements require support of the majority of affected employees. Exceeding these requirements requires a variance issued by the executive director of employment standards.

Calculating Overtime

Overtime is calculated as the greater of any hour or part of an hour worked in excess of 40 hours in a week and eight or 10 hours per day, depending on the number of days worked per week.

Employer Termination Notice

- No notice required for less than 13 weeks of employment;
- One week of notice for 13 consecutive weeks 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

- At least 24 consecutive hours free from work every seven days if the employee works 20 hours or more in a week.
- At least eight consecutive hours of rest in any period of 24 hours, except in emergency circumstances prescribed by *The Saskatchewan Employment Act*.

Maximum Hours Before Overtime

40 hours per week, or eight or 10 hours per day, depending on the number of days worked per week.

Minimum Daily Hours of Work

Most employees must be paid a minimum of three hours at their hourly wage even if there is no work for them.

Minimum Wage

$15.70 per hour.

Overtime Rate

1.5 times the employee's regular wage rate.

Overtime Required?

No, employees are entitled to refuse overtime after 44 hours per week.

Pay for Public Holidays Worked

- Holiday pay (calculated as five percent of wages including vacation pay earned in previous four weeks) plus 1.5 times regular wage rate for hours worked on the holiday; or
- Regular wages and a substitute paid day off, taken before the employee's next vacation.

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;
- Adoption leave;
- Parental leave;
- Organ donation leave;
- Reserve force leave;
- Nomination, candidate and public office leave;
- Bereavement leave;
- Compassionate care leave;
- Interpersonal violence and sexual violence leave;
- Critically ill family care leave;
- Crime-related child death or disappearance leave;
- Citizenship Ceremony leave;
- Public health emergency leave;
- Special vaccination leave;
- Protection of employees for illness or injury; and
- Time for voting.

Public/Statutory/General Holidays

1. New Year's Day;
2. Family Day;
3. Good Friday;
4. Victoria Day;
5. Canada Day;
6. Saskatchewan Day;
7. Labour Day;
8. Thanksgiving Day;
9. Remembrance Day; and
10. 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

Employees and employers may agree in writing that the employee bank overtime hours; to be banked as 1.5 hours for every hour worked and taken within 12 months.

Training Requirements

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

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