

EMPLOYMENT STANDARDS COMPARISON – APRIL 2018

British Columbia recently announced amendments to the Employment Standards, including the phasing out of the liquor server wage, and extended and new protected employee leaves to better align with federal EI changes and recent changes in Ontario and Alberta. More changes to the BC Employment Standards Act are expected later in the year.

Employment Standards	Ontario	Alberta	British Columbia	
	Current	Current	Current	Proposed Amendments
Minimum Wage				
Regular	Jan 2018: \$14.00 Jan 2019: \$15.00	Oct 2017: \$13.60 Oct 2018: \$15.00	Sept 2017: \$11.35	June 1, 2018: \$12.65 June 1, 2019: \$13.85 June 1, 2020: \$14.60 June 1, 2021: \$15.20
Liquor Servers	Jan 2018: \$12.20 Jan 2019: \$13.05	n/a	Sept 2017: \$10.10	June 1, 2018: \$11.40 June 1, 2019: \$12.70 June 1, 2020: \$13.95 June 1, 2021: \$15.20
Under 18 Student	Jan 2018: \$13.15 Jan 2019: \$14.10	n/a	n/a	
Vacation and Statutory Holidays				
Vacation	2 weeks (4%) After 5 years: 3 weeks (6%)	2 weeks (4%) After 5 years: 3 weeks (6%)	2 weeks (4%) After 5 years: 3 weeks (6%)	
Stat Holidays Eligibility	Immediately - no waiting period	Immediately - no waiting period	30 days (+15 days worked)	
Annual Leaves				
Personal Emergency Leave/Family Responsibility Leave	10 days (first 2 paid)	5 days	5 days	

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Annual Leaves (cont'd)				
Bereavement	n/a	3 days	3 days	
Family Medical Leave/ Compassionate Care (risk of death in 26 weeks)	28 weeks	27 weeks	8 weeks	27 weeks
Critical Illness Leave for child	37 weeks	36 weeks	-	
Critical Illness Leave for adult family member	17 weeks	16 weeks	-	
Family Caregiver Leave – family with serious illness	8 weeks	-	-	
Long term Illness and Injury Leave (personal illness/injury)	-	16 weeks	-	
Domestic or Sexual Violence Leave	10 days (first 5 paid) + 15 weeks protected leave	10 days	-	
Child Death Leave	104 weeks	104 weeks	3 days bereavement leave	104 weeks
Crime Related Child Disappearance	52 weeks	52 weeks	-	52 weeks
Loss of Pregnancy	12 weeks after loss (in addition to any time already on pregnancy leave)	16 weeks pregnancy leave if already on leave; otherwise 6 weeks	17 weeks pregnancy leave if already on leave; otherwise 6 weeks	
Parental Leave – alignment with federal EI benefit changes	61 weeks (+17 weeks pregnancy leave = 18 months)	62 weeks (+16 weeks pregnancy leave = 18 months)	35 weeks (+17 weeks pregnancy leave = 12 months)	61 weeks (+17 weeks pregnancy leave = 18 months)

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Other Updated Standards				
Minimum Reporting Pay	3 hours minimum wage	2 hours	2 hours	
On Call Pay (if not called in)	3 hours	-	-	
Youth Worker Protection	-	Under 16 not permitted to work 12-6am; hazardous work rules for 16-17 year olds	-	
Equal Pay for Equal Work Provisions for casual, part-time, seasonal, and temporary employees	Must be paid equally to full-time employees doing the same job (exceptions: seniority and merit systems)	-	-	

- Ontario employment standards were amended November 2017. Bill 148: Fair Workplaces, Better Jobs Act, 2017.
- Alberta employment standards were amended June 2017, and came into effect January 2018. Bill 17: The Fair and Family-Friendly Workplaces Act, 2017.
- British Columbia Bill 6: Introduced April 2018, and aligns BC with federal EI benefits and leaves of absence in other jurisdictions. It is expected that there will be other amendments. Updating the Employment Standards is part of the Ministry of Labour Service Plan (Feb 2018), and the release of the BC Law Institute review of and recommendations for reform of the Employment Standards Act is expected to be released in 2018.