

**EMPLOYMENT STANDARDS**

<b>Section</b>	<b>Amendment</b>
2-1(e)	Addition of definition of “emergency circumstance” to mean – a situation where there is an imminent risk or danger to a person, property or the employer’s business that could not have been foreseen by the employer.
2-3(3)	Ensuring that the Ministry can collect wages for agricultural workers using the wage assessment process.
2-18	Clarifying that employees are entitled to overtime where the daily maximum hours established by their work schedule are exceeded. In the case of the two schedules provided for in the legislation it would be hours in excess of 8 hours in a day or 10 hours in a day.
2-18	Providing part-time employees with overtime for all hours worked in excess of 8 hours in a day.
2-20	Addition of subsection to clarify that the employer must inform employees of an overtime authorization permit when it is acquired or revoked.
2-40	Ensuring that employees continue to have rights to common law as provided for in <i>The Saskatchewan Human Rights Code</i> .
2-46	Allowing for the waiving of the 4-week notice requirement for the three new leaves, as these are the types of leaves where notice may not be possible or appropriate to require.
2-55	Bereavement leave and compassionate care leave are being divided into two separate sections of the Part.
2-56	Amending compassionate care leave to clarify that anyone who can access Federal Employment Insurance benefits is entitled to an equivalent length of unpaid leave.
2-57 (new)	Enabling employees to take unpaid leave to care for a critically ill child while receiving Federal Employment Insurance benefits. The leave is 37 weeks in length.
2-58 (new)	Enabling employees to take unpaid leave of: <ul style="list-style-type: none"> <li>➤ 104 weeks if the child has died or is presumed dead as a</li> </ul>

<b>Section</b>	<b>Amendment</b>
	<ul style="list-style-type: none"> <li>result of a crime;</li> <li>➤ 52 weeks if the child is missing or presumed missing as a result of a crime.</li> </ul>
2-58 (old)	Clarifying that where a collective agreement is in force, that the employer must provide the notice requirements under the collective agreement.
2-60	<p>Requiring employees to provide two weeks written notice of their intention to leave their jobs. There are situations listed in the legislation where an employee is not required to provide two weeks' notice, these include where:</p> <ul style="list-style-type: none"> <li>➤ Where there is a different industry standard;</li> <li>➤ Due to personal health or safety; and</li> <li>➤ Temporarily laid off.</li> </ul>
2-85	<p>Clarifying when an employee can file a complaint, either:</p> <ul style="list-style-type: none"> <li>➤ Within 12 months of last day the employee is paid for work;</li> <li>➤ Or within 12 months from the last day the employee should have received payment for.</li> </ul>
2-93	Rectifying an oversight so that the court can reinstate and pay an employee wages when employer found to have discriminated against an employee for reporting a perceived unlawful action.
2-95	Ensuring the ability to make regulations respecting the cash value of board and room and establishment of different hours of work are carried forward from the existing Act.

## **LABOUR RELATIONS**

<b>Section</b>	<b>Amendment</b>
6-1(h)	Clarifying that activities of a confidential nature are the primary duties of the individual and the activities have to directly impact the bargaining unit.
6-1(o)	Clarifying that the primary duties must be supervising other employees as well as performing one or more of the listed duties. And clarifying those employees that act on a temporary basis or whose supervisory duties are ancillary to their other duties are not supervisors for the purposes of this definition. Also allowing for regulations to identify other occupations as supervisory employees.
6-18	Removing the provision of Voluntary Recognition from the Bill.
6-19(4)(d)	Requiring a vote directed by the Labour Relations Board to be taken of all employees eligible to vote and is now consistent with <i>The Trade Union Act</i> provision.

<b>Section</b>	<b>Amendment</b>
6-34	Enabling either party to serve notice of impasse after good faith negotiations have occurred to eliminate any potential for one party to stall the negotiation process.
6-36	Requiring that good faith negotiations occur prior to ordering a last offer vote.
6-39	Requiring that the parties establish a process for commencing a ratification vote within 14 days of concluding a collective agreement; and the vote be completed within 60 days of concluding a collective agreement. Also requiring that an employer follow the same time lines as unions where the employer has an established ratification process.
6-59(1)(c)	Housekeeping amendment to add “the employee’s” at the beginning of the clause.
6-62	Requiring unions to provide an audited financial statement to its members and provide an unaudited financial statements for each bargaining unit to the members of the unit; as well as allowing the unions to provide this information in various means including electronically, posted in the workplace, mailed to the employee; personally given to the employee; or provided on a secure website.
6-67(2)	Housekeeping amendment to state that the Minister “shall” rather than “may.”
6-88	Increasing the threshold city populations for fire fighters from 15,000 to 20,000.
6-91	Providing guidance to fire fighter arbitration boards on factors to consider in making awards.
6-105(5)	Clarifying that the Labour Relations Board can make decisions to transfer a benefit or welfare trust as well as enabling the Board to require the former union to continue benefits to former members that are receiving benefits until such time as the transfer occurs or the employee is no longer entitled to benefits. This includes removing the requirement to jointly administer the benefit or welfare plan.

## **OCCUPATIONAL HEALTH AND SAFETY**

<b>Section</b>	<b>Amendment</b>
10-31	Making a consequential amendment to The Public Health Act, 1994 to reference The Saskatchewan Employment Act, rather than The Occupational Health and Safety Act, 1993.