

EMPLOYMENT STANDARDS

MOST ISLAND EMPLOYEES HAVE THESE RIGHTS

PAY & WAGES

- At least minimum wage
- Overtime (1.5 x regular pay) after working 48 hours in a week
- Pay for at least 3 hours when required to report for work
- Tips belong to employees
- Pay stubs showing deductions

SEXUAL HARASSMENT POLICY

Every employee is entitled to work free from sexual harassment. The employer is obliged to:

- ensure that no employee is subjected to sexual harassment
- have a sexual harassment policy
- make employees aware of the policy

For sexual harassment complaints, please contact the Human Rights Commission at 902-368-4180, www.peihumanrights.ca

BREAKS & REST PERIODS

- 30 minute unpaid break after every 5 hours worked
- at least 24 consecutive hours of rest in every seven days

YOUTH EMPLOYEES

Employees under 16 years of age have special rules under the *Youth Employment Act*.

PAID HOLIDAYS

New Year's Day, Islander Day, Good Friday, Canada Day, Labour Day, Remembrance Day, Christmas Day

PAID VACATION

2 weeks for 1 to 8 years of continuous employment
3 weeks after 8 years of continuous employment

SPECIAL LEAVES

Bereavement, Court, Compassionate Care, Crime-Related Disappearance Or Death Of Child, Critically Ill Child, effective 1 November 2019, Domestic Violence / Intimate Partner Violence / Sexual Violence, Family, Maternity / Parental / Adoption, Reservist, Sick

TERMINATION WITHOUT CAUSE

Employers must give employees written notice (or payment in lieu) where the employee has worked:

- 6 months to < 5 years: 2 weeks
- 5 years to <10 years: 4 weeks
- 10 years to <15 years: 6 weeks
- 15 years or more: 8 weeks

Resigning employees must give employer written notice:

- 6 months to < 5 years: 1 week
- 5 years or more: 2 weeks

THIS IS A GUIDE ONLY

To learn about your full rights and obligations under the *Employment Standards Act*

Contact: PEI Employment Standards at (902)368-5550 or

toll-free at 1-800-333-4362 or

www.peiemploymentstandards.com

