

# Saskatchewan

## LAWS & ANNOUNCEMENTS

### Employment Standards

May 13: Newly passed Bill 5 allows employers to use a calendar day rather than 24 consecutive hours in carrying out *Saskatchewan Employment Act* work schedules and overtime requirements. The legislation also requires employers to list new information on required work schedule notices, namely, what constitutes a day for purposes of the Act's work hours and wages requirements.

### Termination

May 13: The Assembly passed amendments to the *Saskatchewan Employment Act* including one that increases the threshold triggering an employer's duty to provide notice of group termination from 10 to 25 or more employees. As under previous law, employers must provide the required notice to employees, unions and the government.

**Action Point:** Find out how to [comply with group termination rules](#).

### Payroll

May 13: The Saskatchewan Assembly passed Bill 5 imposing new restrictions on an employer's right to withhold or deduct employees' gratuities and tips.

### Leaves of Absence

May 13: Newly passed amendments to the *Saskatchewan Employment Act* impose new restrictions on an employer's right to require employees to provide sick notes verifying their need for sick leave, maternity leave, interpersonal violence leave and bereavement leave.

**Action Point:** Find out about the [rules determining whether you can ask sick employees for a doctor's note](#) and what you can do to verify health-related absences.

### New Laws

May 13: Saskatchewan launched the Low Productivity and Reactivation Oil Well Program (LPRP) to create new incremental oil production and revenue from low-producing or inactive wells. Eligible wells include any horizontal well producing 50.0 m<sup>3</sup> per month or less on average for 12 consecutive months on a pro-rated basis; and, on an ongoing basis after April 1, 2025, any horizontal well producing 50.0 m<sup>3</sup> per month or less on average for 24 consecutive months. Also eligible will be wells that drill new horizontal sections, with a minimum drilling length of 500 metres, will receive a 3,000 m<sup>3</sup> incentive volume per new horizontal section to a maximum additional incentive volume of 6,000 m<sup>3</sup> per well.

### Mental Stress

Apr 2: WorkSafe Saskatchewan launched a new system to monitor the mental health and wellness of first responders and other public safety personnel. of Regina's psychological lab. Developed under a partnership with the University of

Regina, the system offers self-monitoring tools that public safety personnel can use to determine if they have mental health disorders and get recommendations to deal with them.

**Action Point:** Find out how to implement an effective workplace [mental health policy](#) for your employees.

### **Workers' Comp**

Apr 10: For the second year in a row, Saskatchewan's total injury rate reached a record low of 3.91 per 100 workers, compared to 3.95 in 2023. The time loss rate declined from 1.78 to 1.72, also a record low. Fatalities declined from 29 to 27. What makes these numbers even better is that the WCB covered 443,344 full-time equivalent workers in 2024, compared to 409,158 in 2023. The WCB also remains fully funded with a sufficiency ratio of 137.5%.

### **Workers' Comp**

May 13: Royal Assent for legislation that provides voluntary workers' comp coverage, subject to WCB approval, to Saskatchewan employers whose staff work out-of-province and whose usual place of residence is in Canada. Bill 4 also expands presumptive cancer coverage for firefighters to wildland firefighters. The new rules will take effect sometime later this year.