

# Saskatchewan

## LAWS & ANNOUNCEMENTS

### Minimum Wage

Oct 1: Saskatchewan increased its general minimum wage 35 cents to \$15.35 per hour to account for inflation. That's the second lowest minimum wage in Canada, behind only Alberta at \$15.00 per hour.

**Action Point:** Find out [how to avoid common payroll errors](#) when adjusting to minimum wage increases.

### Employment Standards

Sep 3: *Saskatchewan Employment Act* amendments passed in May allowing employers to use a calendar day rather than 24 consecutive hours for meeting work schedules and overtime requirements will take effect on January 1, 2026, as will a new employer obligation to list what constitutes a day for purposes of the Act's work hours and wages requirements on required work schedule notices.

### Termination

Sep 3: The government announced that *Saskatchewan Employment Act* amendments increasing the threshold triggering an employer's duty to provide notice of group termination from 10 to 25 or more employees will take effect on January 1. 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

Sep 3: Last spring, the Saskatchewan Assembly passed Bill 5 imposing new restrictions on an employer's right to withhold or deduct employees' gratuities and tips. Those rules will officially take effect on January 1, 2026, the government announced.

### Leaves of Absence

Sep 3: Recently passed amendments to the *Saskatchewan Employment Act* restricting 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 will officially take effect on January 1, 2026, the government announced.

**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.

### Reprisals

Sep 3: New rules giving the director of employment standards the authority to order reinstatement and compensation for lost wages in cases of discriminatory action by an employer in violation of the *Saskatchewan Employment Act* will take effect on January 1, 2026.

**New Laws**

Sep 11: With financial support from the Saskatchewan Critical Minerals Processing Investment Incentive, Foran Mining Corporation launched its McIlvenna Bay mine with commercial production expected to begin in mid-2026. Located west of Creighton, the project represents a total capital investment of over \$1 billion consisting of an underground copper, zinc, gold, and silver mine, accompanied by an above-ground processing facility.