

Saskatchewan

LAWS & ANNOUNCEMENTS

Payroll

Jan 1: *Saskatchewan Employment Act* [Bill 5](#) amendments allowing employers to use a calendar day rather than 24 consecutive hours for meeting work schedules, rest periods, and overtime requirements officially take effect, as does 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.

Action Point: Look up the [maximum work hours and rest requirements](#) in each part of Canada.

Payroll

Jan 1: New *Saskatchewan Employment Act* restrictions on an employer's right to withhold or deduct employees' gratuities and tips under [Bill 5](#) legislation passed last Spring officially take effect.

Action Point: Find out when [tips and gratuities are subject to EI and CPP deductions](#).

Leaves of Absence

Jan 1: That's when the recently passed [Bill 5](#) 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.

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

Jan 1: New [Bill 5](#) 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* take effect.

Termination

Jan 1: Effective today, the *Saskatchewan Employment Act* threshold triggering an employer's duty to provide notice of group termination increases from 10 to 25 or more employees in accordance with [Bill 5](#) passed last May. 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](#).

New Laws

Oct 28: The *Saskatchewan Internal Trade Promotion Act*, Bill 24, which promotes interprovincial trade by providing for mutual recognition of goods and services entering the province from other Canadian provinces and territories, passed First Reading. The Bill is patterned after legislation recently adopted around the country in response to U.S. and Chinese tariffs.

New Laws

Nov 21: Saskatchewan officially launched the new SME Investment Tax Credit, a 3-year [pilot program](#) providing a 45% non-refundable tax credit to individuals and corporations that invest in an eligible small and medium-sized manufacturing enterprise. Eligible businesses must be based in Saskatchewan and operate in either the food or beverages manufacturing sector or the machinery and transportation equipment manufacturing sector. Approved investors can earn up to \$225,000 in tax credits per year, while eligible businesses can raise up to \$4 million under the program.

Privacy

Nov 6: First Reading for Bill 34 which adds cyberstalking, online harassment and coercive and controlling behaviour to the definition of “interpersonal violence” banned by *The Victims of Interpersonal Violence Act*. The Act enables victims of interpersonal violence to sue perpetrators for money damages and obtain emergency orders against perpetrators who pose a risk of future violence.