

Saskatchewan

LAWS & ANNOUNCEMENTS

Payroll

Jan 1: Effective today, employers may use either a calendar day or 24 consecutive hours for purposes of meeting *Saskatchewan Employment Act* work schedules, rest periods and overtime requirements. Employers must also 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 today.

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

Leaves of Absence

Jan 1: Newly effective [Bill 5](#) amendments to the *Saskatchewan Employment Act* restrict an employer's right to require employees to provide notes from a doctor or other medical professional to verify 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.

Reprisals

Jan 1: Committing reprisals and discriminatory action under the *Saskatchewan Employment Act* just got more expensive now that 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 have officially taken 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. What hasn't changed is the employer's duty to provide required group termination notice to affected employees, unions and the government.

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

New Laws

Dec 9: Saskatchewan expanded its Rural and Remote Recruitment Incentive program to the towns of Edam, Battleford, and Hudson Bay. Now open to 73 communities across the province, the RRRI provides up to \$50,000 for a 3-year

return-in-service to new, permanent full-time employees in 9 high-priority health occupations in rural and remote communities experiencing or at risk of service disruptions due to staffing challenges.

Payroll

Jan 1: New legislation, *The Saskatchewan Affordability Act*, provides for separate \$500 increases to the basic personal exemption, spousal and equivalent-to-spouse exemption, dependent child exemption and senior supplementary amounts in each of the next 4 taxation years. This is in addition to the annual provincial income tax indexation increases. For 2026, the BPA will be \$20,381.

Privacy

Dec 4: Royal Assent 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.

Action Point: Domestic and sexual violence becomes an OHS issue and liability risk for employers when it happens at the victim’s workplace. Find out [how to protect your employees](#) from the risk of workplace domestic violence.

Workplace Violence

Dec 4: Saskatchewan launched Phase 4 of its Face the Issue public awareness campaign, focusing on the role of bystanders in recognizing and responding to interpersonal violence and abuse. Launched in 2020, Face the Issue is a multi-phase partnership between the Ministry of Justice and Attorney General and the Status of Women Office to help people understand what interpersonal violence and abuse looks like, and change the underlying attitudes, beliefs, and behaviours that contribute to it.

Drugs & Alcohol

Dec 5: Newly introduced Bill 48, *The Compassionate Intervention Act* would allow for addicts to receive treatment against their will at the request of family members made through the court. The legislation also authorizes law enforcement personnel to get a medical professional referral or court warrant to involuntarily bring individuals whose substance use is putting their own life or the lives of others at serious risk to a Compassionate Intervention Assessment Centre.

Action Point: Find out how to implement an effective [fitness for duty policy to control substance abuse](#) at your workplace.

Workers’ Compensation

Dec 11: The Saskatchewan WCB officially approved the 2026 average employer premium rate of \$1.22 per \$100 of assessable payroll, a 6-cent decrease from 2025. Workers’ compensation premiums will either decrease or stay the same for 96% of employers, with only 4% seeing a rate increase in 2026.

Action Point: Look up the [2026 workers’ compensation premium rates](#) in each part of Canada.

Workers' Compensation

Jan 1: As in other provinces, Saskatchewan employers who don't pay workers' compensation premiums on time are subject to financial penalties. The penalty amount is based on the percentage of the default amount, plus prior year penalties, equal to the Bank of Canada bank rate on October 31 of the prior year (which was 2.50% in 2025) plus 6.00%.

CASES

Employment Benefits: Employee Didn't Prove Back Injury Qualifies for Long Term Disability Benefits

A hospital-sponsored long term disability plan denied benefits to a lab technician with a back injury because she filed her claim too late. Upon revisiting the claim 3 years later, the plan stood by its original decision. The court upheld the denial, finding that in addition to missing the claim filing deadline, the technician failed to prove that she had a disability covered by the plan. Undaunted the technician took her case all the way to Saskatchewan's top court. But it was to no avail. The Court of Appeal dismissed the appeal, reasoning that the trial was fair and the judge's conclusion that the technician didn't prove she had a covered disability was reasonable [[Sjogren v 3sHealth Shared Services Saskatchewan](#), 2025 SKCA 121 (CanLII), November 28, 2025].