



# CANADA'S WAGE JOURNEY

## TEN YEARS OF MINIMUM WAGE AND ITS HISTORY

STARTING IN 2005, SEE WHICH CANADIAN PROVINCES & TERRITORIES INSTITUTED A MINIMUM WAGE INCREASE EACH YEAR OVER A TEN-YEAR SPAN, AND LEARN A LITTLE HISTORY ALONG THE WAY!

### DEFINE MINIMUM WAGE

A FLOOR ABOVE WHICH EMPLOYEES OR THEIR UNIONS MAY NEGOTIATE WITH MANAGEMENT FOR HIGHER REMUNERATION. ADJUSTMENTS ARE REQUIRED FROM TIME TO TIME TO MAINTAIN ITS RELEVANCE IN CHANGING ECONOMIC AND SOCIAL CONDITIONS.

# 2005

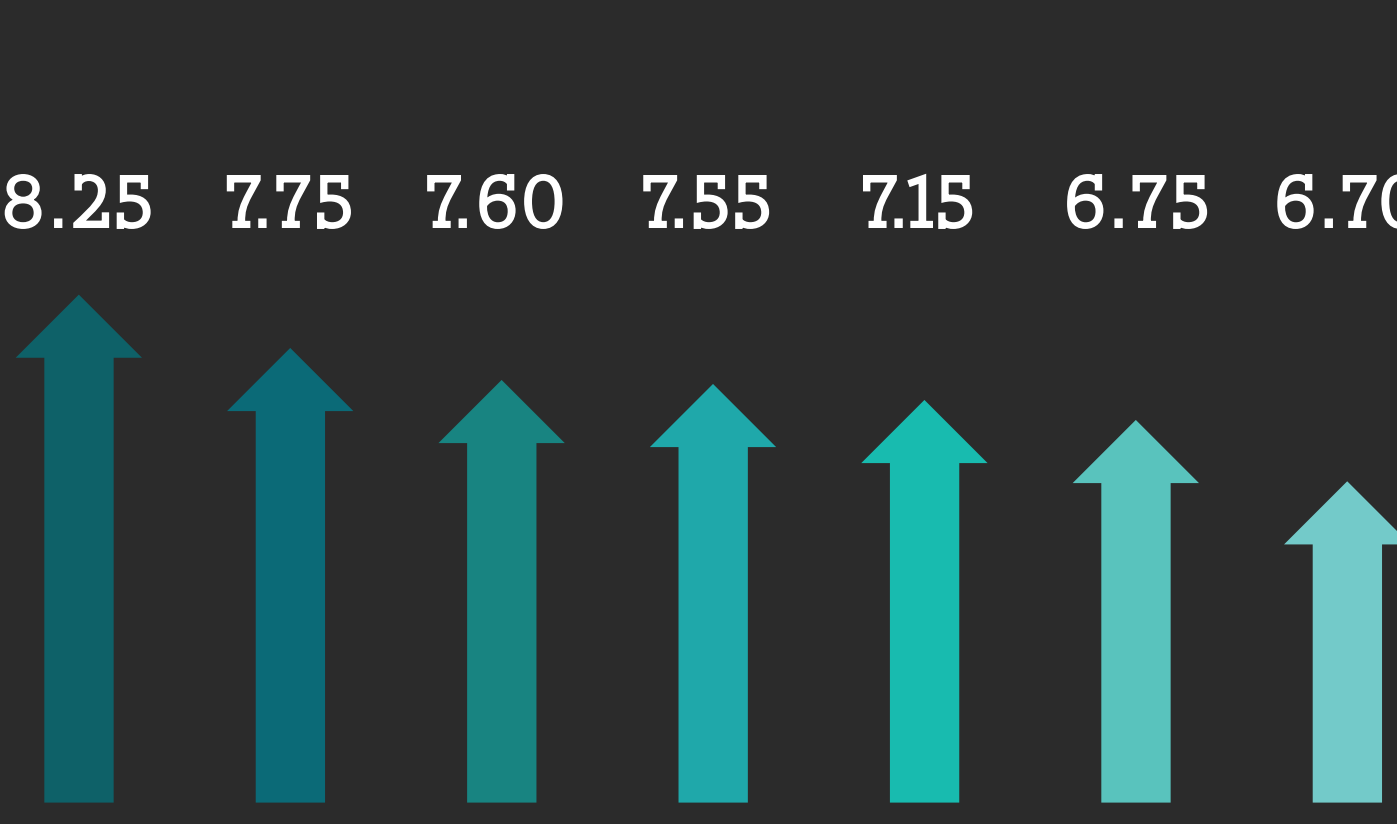


# 1900

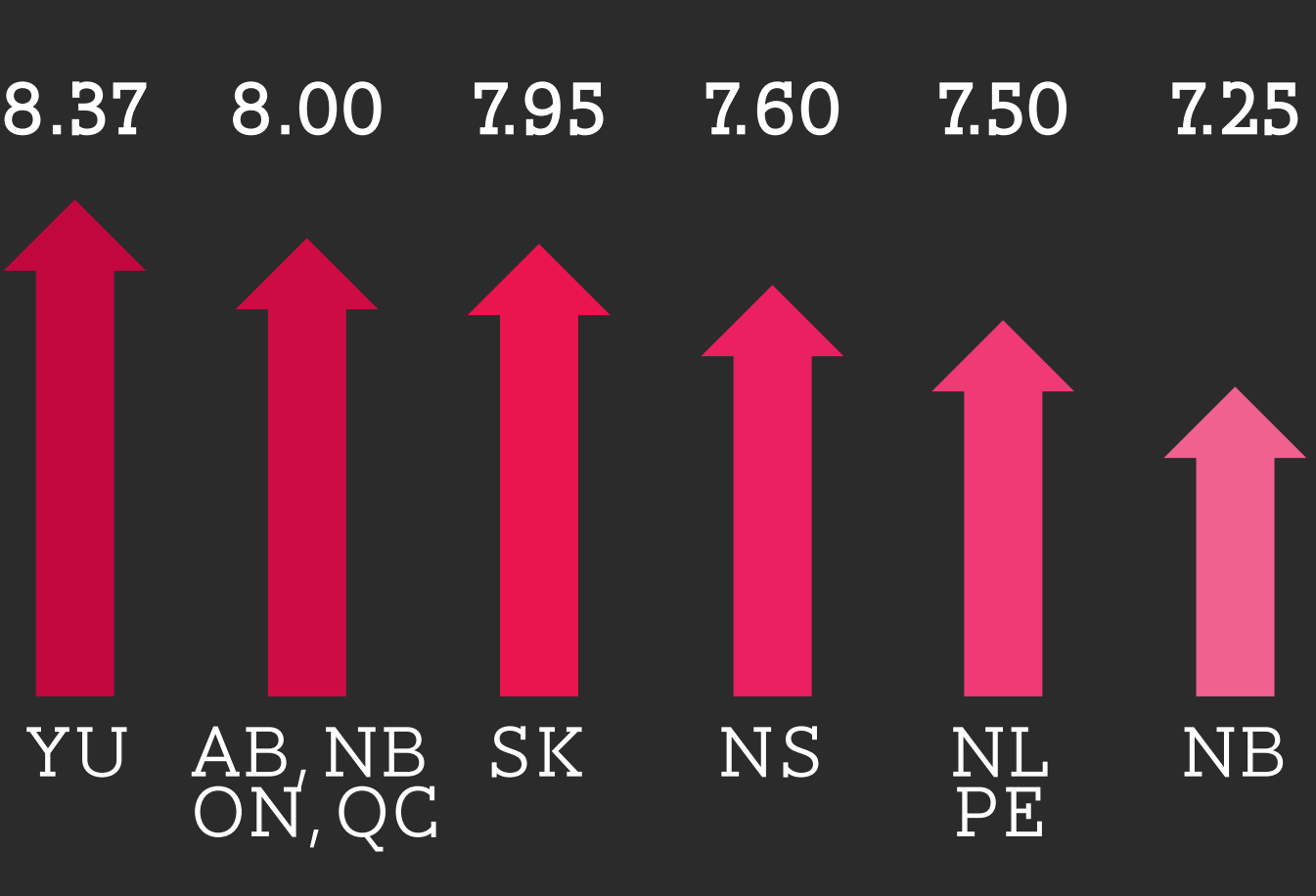
THE YEAR THE FEDERAL GOVERNMENT INTRODUCED A FAIR WAGE POLICY.

### SOME JURISDICTIONS

HAVE MORE THAN ONE MINIMUM WAGE RATE, BUT THIS CHART DEALS WITH THE GENERAL MINIMUM WAGE RATES. NOVA SCOTIA HAS TWO GENERAL MINIMUM WAGE RATES: ONE FOR EXPERIENCED WORKERS AND ONE FOR INEXPERIENCED WORKERS. THIS CHART DEALS WITH THE HIGHEST RATE IN THE PROVINCE.



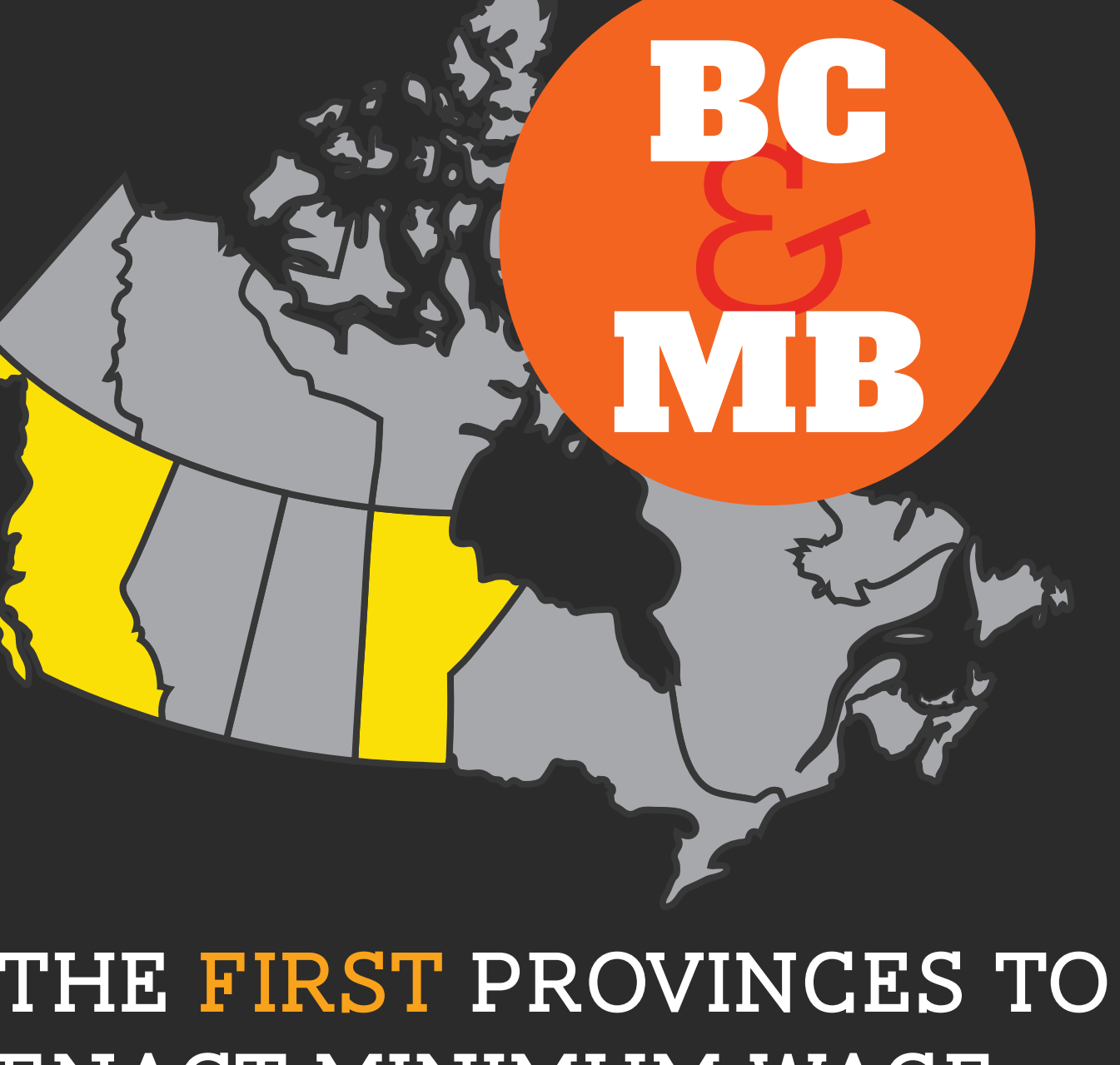
# 2006



# 2007

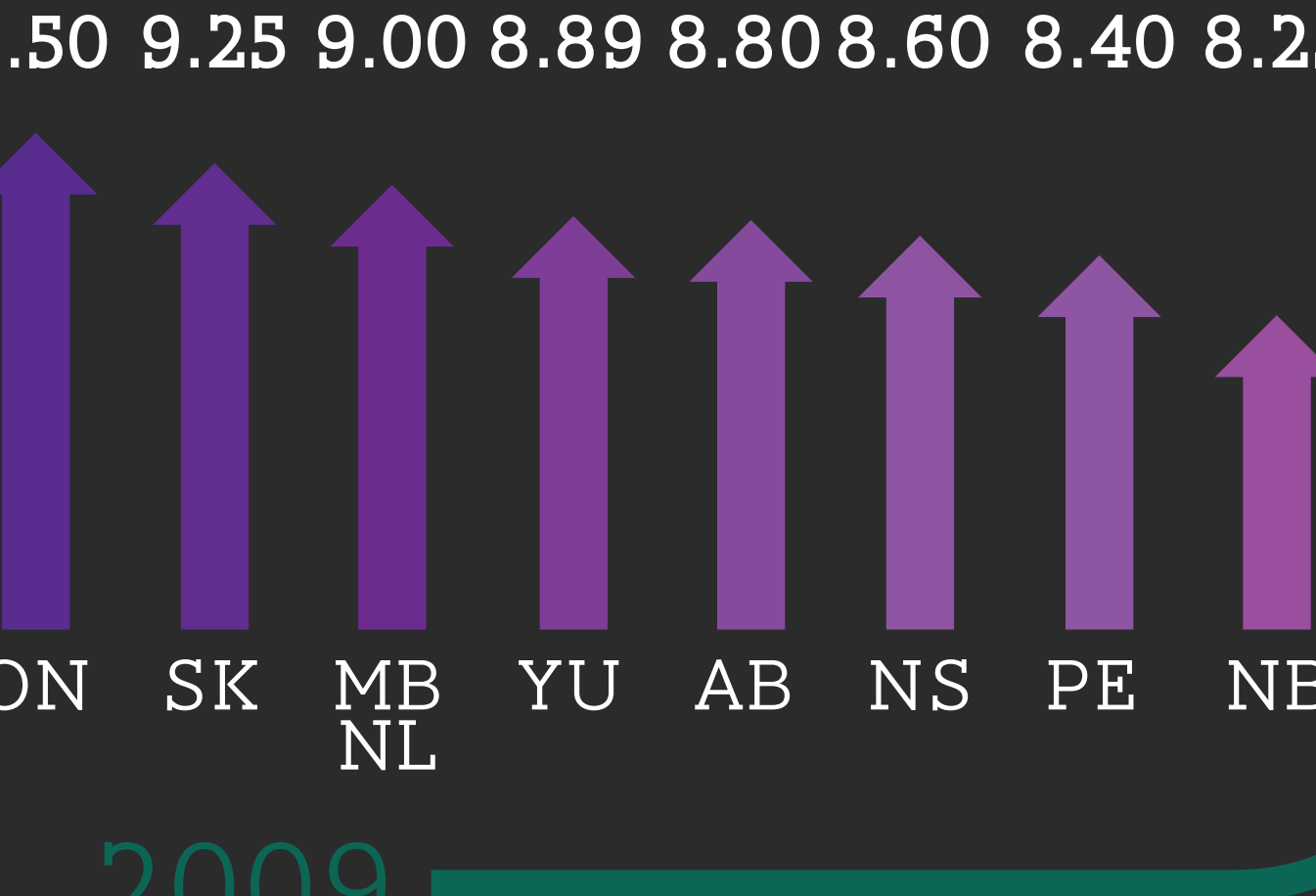
# 13 CENTS

**AVERAGE PAY** IN THE EARLY 1900'S. CHILD LABOUR WAS TOLERATED AND ADULTS EARNED LOW WAGES IN THE WORKPLACE.

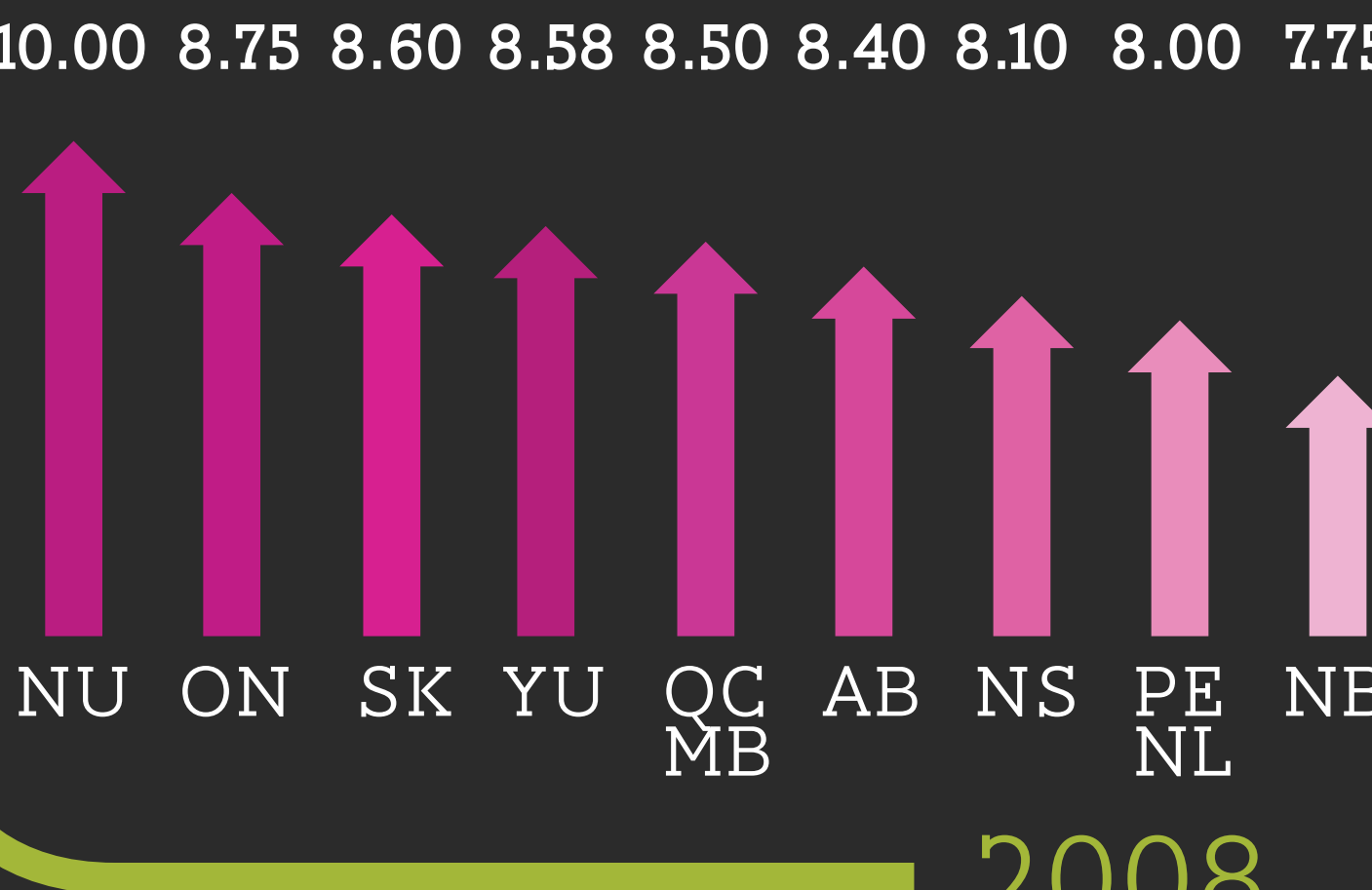


# BC & MB

THE FIRST PROVINCES TO ENACT MINIMUM WAGE LEGISLATION, IN 1918



# 2009

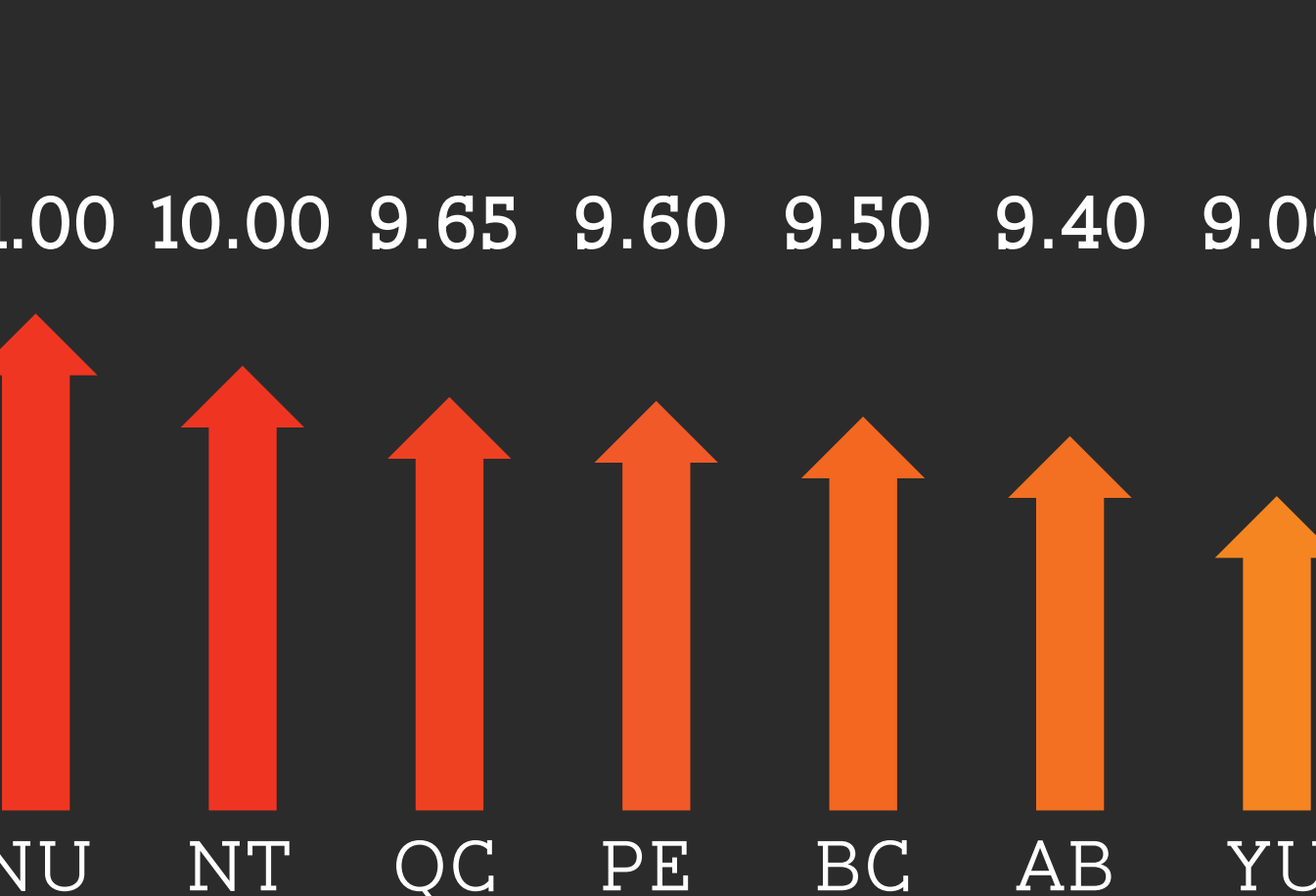


# 2008

THE FEDERAL FAIR WAGES & HOURS OF WORK ACT WAS CREATED AS A STATUTORY BASIS FOR THE FAIR WAGES POLICY TO ADDRESS ISSUES SUCH AS THE VERY LOW WAGES, LONG HOURS OF WORK AND UNHEALTHY WORKING CONDITIONS

# 1930 TO 1935

UNTIL THE EARLY 1970'S MANY PROVINCES ALSO HAD ZONES OR GEOGRAPHICAL DIFFERENTIALS WHEREBY WORKERS IN URBAN CENTRES WERE PAID A HIGHER WAGE THAN THOSE IN RURAL AREAS

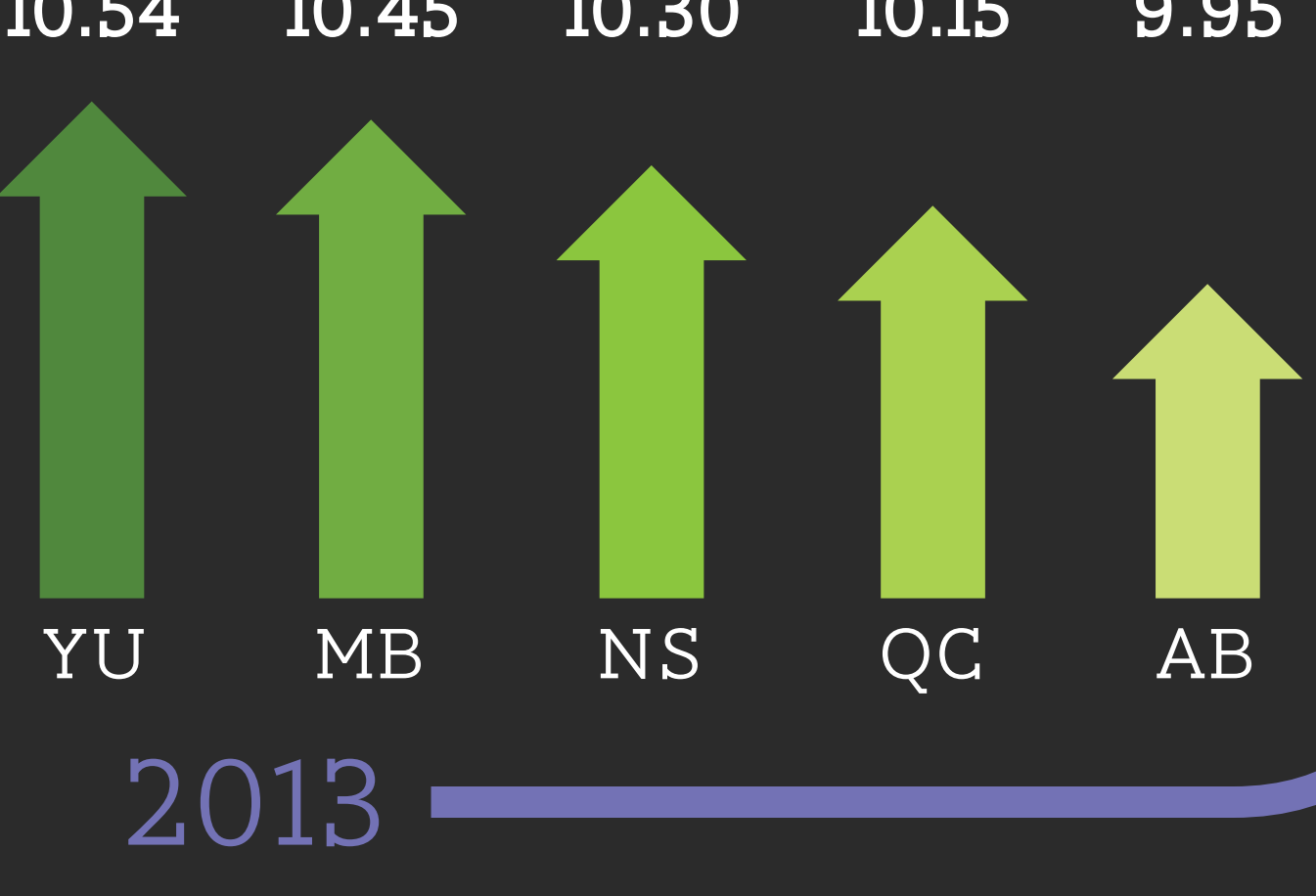


# 2010

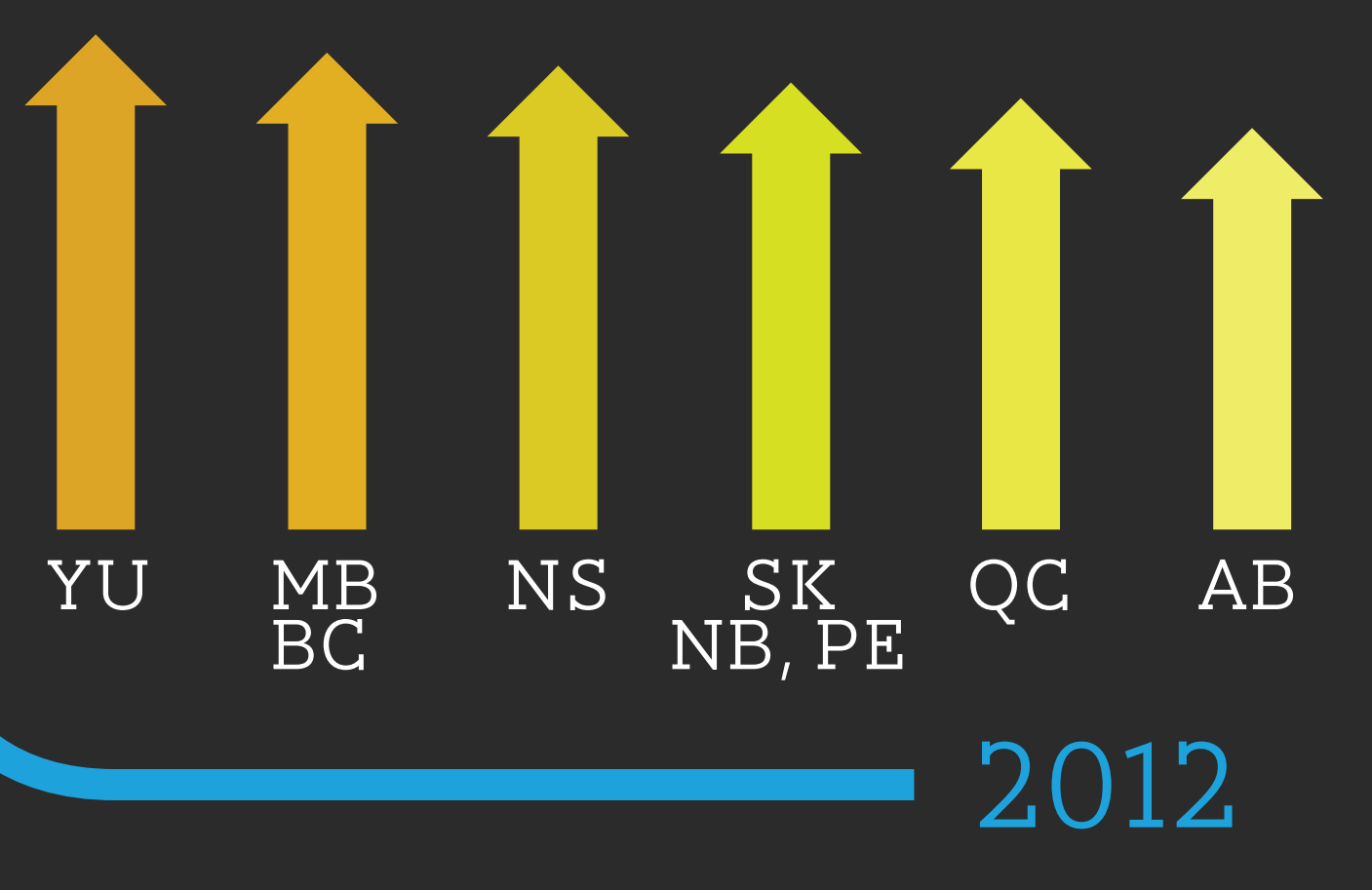
SINCE THE EARLY 1980'S THERE HAS BEEN A TREND TOWARD THE REPEAL OF YOUTH RATES. YOUTH DIFFERENTIALS STILL EXIST IN ONTARIO, AND NOVA SCOTIA HAS AN INEXPERIENCED WORKER RATE. OTHER JURISDICTIONS DO NOT PROVIDE MINIMUM WAGE COVERAGE FOR SOME YOUNG WORKERS.



SINCE THE MID - 1980'S MANY JURISDICTIONS HAVE REPEALED LEGISLATION THAT ALLOWED THE EMPLOYMENT OF WORKERS WITH DISABILITIES AT RATES BELOW THE LEGISLATED MINIMUM. MANITOBA STOPPED THIS PRACTICE ON DECEMBER 5, 2013. ALBERTA AND SASKATCHEWAN UNDER A SYSTEM OF INDIVIDUAL EMPLOYER PERMITS CONTINUE TO ALLOW IT.



# 2011



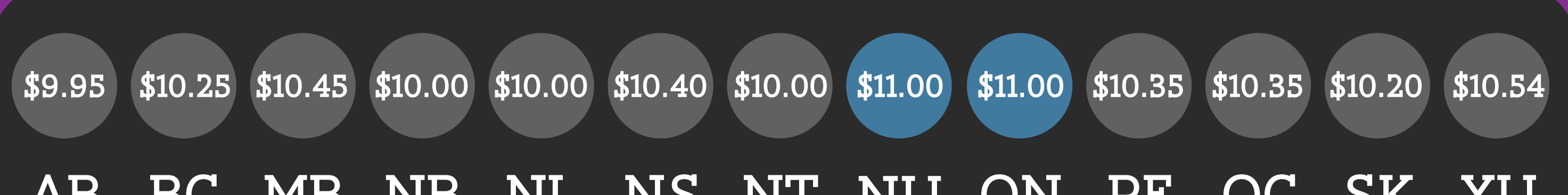
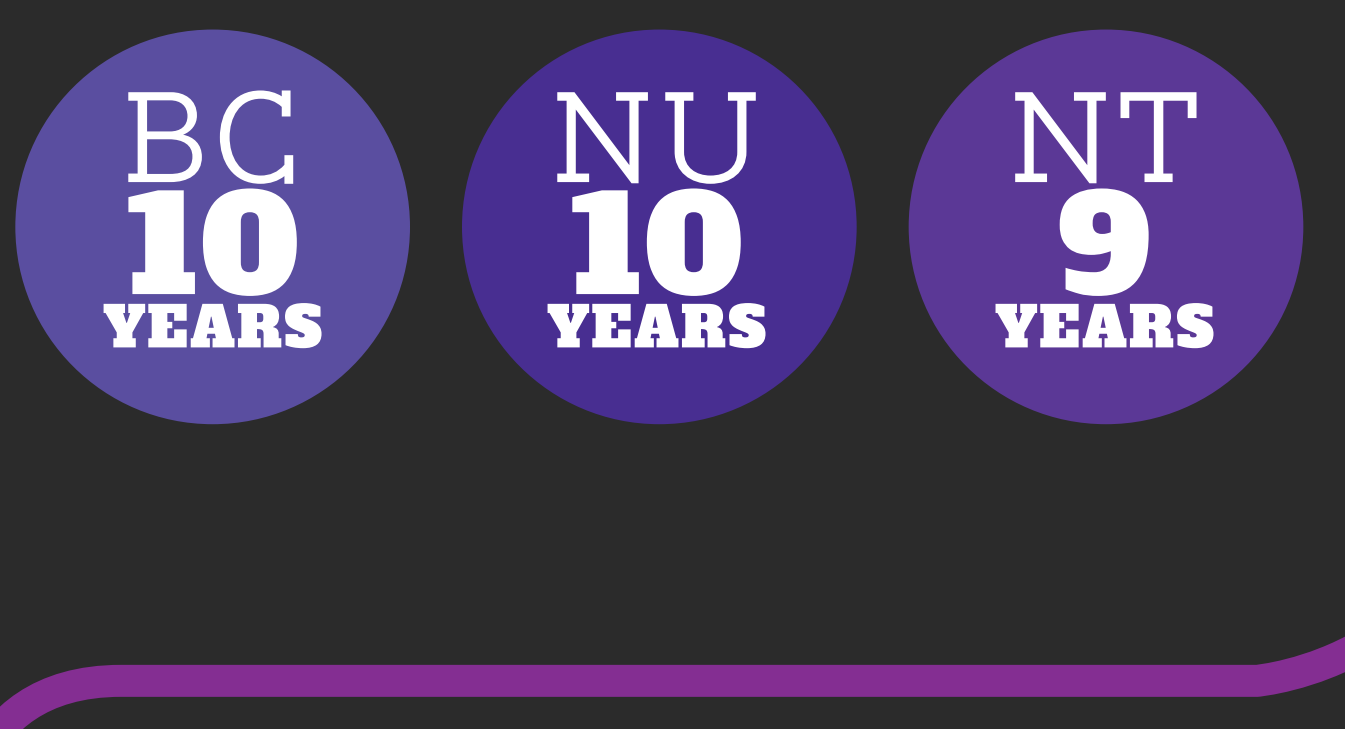
# 2012

THE FEDERAL MINIMUM WAGE WAS RE-DEFINED TO BE THE GENERAL ADULT MINIMUM WAGE RATE OF THE PROVINCE OR TERRITORY WHERE THE WORK IS PERFORMED.



# IN 1996

BETWEEN 1965 & 2014 WHICH JURISDICTIONS CONSISTENTLY HELD THE HIGHEST MINIMUM WAGE?



# 2013

# 2014

NL: EFFECTIVE OCTOBER 1, 2014, THE MINIMUM WAGE INCREASES TO \$10.25 PER HOUR. THIS WILL BE FOLLOWED BY ANOTHER INCREASE ON OCTOBER 1, 2015 TO \$10.50. NS: EFFECTIVE APRIL 1, 2014, THE MINIMUM WAGE INCREASES FOR EXPERIENCED EMPLOYEES AND FOR INEXPERIENCED EMPLOYEES TO \$9.90. ON: EFFECTIVE JUNE 1, 2014, THE MINIMUM WAGE INCREASES TO \$11 PER HOUR. QC: EFFECTIVE MAY 1, 2014, THE GENERAL MINIMUM WAGE AND THE MINIMUM WAGE FOR THE CLOTHING INDUSTRY WILL INCREASE TO \$10.35. YU: EFFECTIVE APRIL 1, 2014, YUKON'S MINIMUM WAGE WILL INCREASE AGAIN BY 18 CENTS TO \$10.72 AS RECOMMENDED BY YUKON'S EMPLOYMENT STANDARDS BOARD. PE: EFFECTIVE JUNE 1, 2014, THE MINIMUM WAGE WILL INCREASE TO \$10.20 AN HOUR. THIS WILL BE FOLLOWED BY ANOTHER INCREASE ON OCTOBER 1, 2014 TO \$10.35. SK: EFFECTIVE OCTOBER 1, 2014 THE MINIMUM WAGE WILL INCREASE TO \$10.20 PER HOUR.

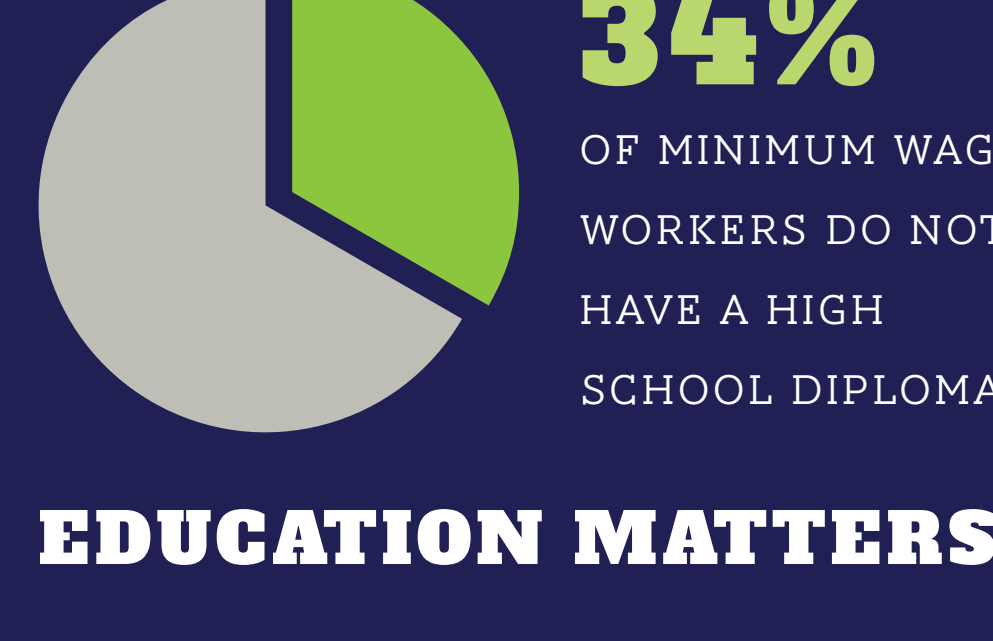
WHICH PROVINCES OR TERRITORIES INCREASE MINIMUM WAGE EACH YEAR?

THE GOVERNMENTS OF ALBERTA, NOVA SCOTIA AND THE YUKON TIE MINIMUM WAGE INCREASES TO INFLATION. IN 2014, ONTARIO HAS TABLED LEGISLATION TO TIE THE MINIMUM WAGE TO THE INFLATION RATE.

# NS AB YK

## RESOURCES

- HOURLY MINIMUM WAGES IN CANADA FOR ADULT WORKERS - GOVERNMENT OF CANADA, LABOUR PROGRAM [HTTP://SRV116.SERVICES.GC.CA/DIMT-WID/SM-MW/RPT2.ASPX?LANG=ENG&DEC=2](http://srv116.services.gc.ca/dimt-wid/sm-mw/rpt2.aspx?lang=eng&dec=2)
- MINIMUM WAGE DATABASE - GOVERNMENT OF CANADA, LABOUR PROGRAM [HTTP://SRV116.SERVICES.GC.CA/DIMT-WID/SM-MW/INTRO.ASPX?LANG=ENG](http://srv116.services.gc.ca/dimt-wid/sm-mw/intro.aspx?lang=eng)
- WAGES AND WORKING CONDITIONS - STATISTICS CANADA [HTTP://WWW.STATCAN.GC.CA/PUB/11-516-X/SECTIONE/4147438-ENG.HTM](http://www.statcan.gc.ca/pub/11-516-x/sectione/4147438-eng.htm)
- PERSPECTIVES ON LABOUR AND INCOM, 2010 - STATISTICS CANADA [HTTP://WWW.STATCAN.GC.CA/PUB/75-001-X/75-001-X2010103-ENG.HTM](http://www.statcan.gc.ca/pub/75-001-x/75-001-x2010103-eng.htm)
- MINIMUM WAGE IN CANADA - WIKIPEDIA [HTTP://EN.WIKIPEDIA.ORG/WIKI/MINIMUM\\_WAGE\\_IN\\_CANADA](http://en.wikipedia.org/wiki/Minimum_wage_in_Canada)



### EDUCATION MATTERS!

FIRST REFERENCE PROVIDES PRACTICAL RESOURCES FOR PAYROLL AND EMPLOYMENT LAW, HR BEST PRACTICES AND INTERNAL CONTROLS TO HELP EMPLOYERS WITH COMPLIANCE.

THE HUMAN RESOURCES ADVISOR COMPLYING WITH EMPLOYMENT LAWS IN YOUR PROVINCE IS EASY WHEN YOU HAVE THE HUMAN RESOURCES ADVISOR AT YOUR SIDE. THE A-Z MANUAL PROVIDES YOU WITH LEGALLY-REVIEWED ANSWERS TO YOUR DAILY EMPLOYMENT LAW AND PAYROLL QUESTIONS.