

# *The Saskatchewan Employment Act* and COVID-19

Employment Standards  
and  
Occupational Health and Safety

saskatchewan.ca



## Disclaimer

- This is for your information; it's not legal advice or opinion.
- Consult a lawyer for advice on how the legislation applies to your specific situation.
- Refer to *The Saskatchewan Employment Act* (SEA) and the regulations for formal legal interpretation and application.
- This material is not to be used, reproduced, stored, distributed or transmitted in whole or in part for commercial purposes without written permission from the Saskatchewan Ministry of Labour Relations and Workplace Safety (LRWS).
- © Copyright LRWS, 2021

2

saskatchewan.ca



## Objectives

- To share employment standards and occupational health and safety legislation related to COVID-19.
- To review impact of orders and restrictions on the legislation.
- To answer to some typical questions.
- To share more resources.

## COVID-19 Pandemic

- During the COVID-19 pandemic,
  - the Chief Medical Health Officer (CMHO) issued public health orders and restrictions, and
  - government declared civil emergencies and made other directions.
- These led to:
  - employees unable to attend work to either isolate or to care for dependents,
  - employers reducing or closing, and then re-opening, and
  - employers needing fewer employees at work and later returning employees to work.

## In Response

- The government changed legislation to:
  - support the measures taken to protect the health and safety of employees and citizens,
  - help employees remain attached to jobs, and
  - provide for employees and employers to access federal financial supports.
- Previous public health orders and the emergency declaration ended on July 11, 2021.
- New public health orders were re-established on September 13, 2021.

saskatchewan.ca

Saskatchewan 

## SEA Rules Regarding COVID-19

### Employment Standards

- Public Health Emergency Leave
- Job protection for being off work for illness (sick leave)
- Job protection to access federal benefits:
  - Canada Recovery Sickness Benefit
  - Canada Recovery Caregiving Benefit
- Exemption from notice for temporary layoffs during a public emergency (repealed)
- Exemption from notice for group termination (repealed)

### Occupational Health and Safety

- Special vaccination leave
- *The Public Employers' COVID-19 Emergency Regulations*
- *The Employers' COVID-19 Emergency Regulations*

saskatchewan.ca

Saskatchewan 

## PUBLIC HEALTH EMERGENCY LEAVE

saskatchewan.ca

Saskatchewan 

## Public Health Emergency Leave

- Protects the employment of employees who need to be away from work due to specific ways a public health emergency impacts their ability to attend work.
- One of a number of mandatory employment leave entitlements in *The Saskatchewan Employment Act*.

saskatchewan.ca

Saskatchewan 

## When Does The Leave Apply?

- When the CMHO orders that a public health emergency:
  - applies to Saskatchewan, and
  - individuals must take measures to prevent or reduce the spread of the relevant disease (COVID-19), including self-isolation; or
- The CMHO orders that individuals must take measures to prevent or reduce the spread of a disease in Saskatchewan.
- In short, during a public health order related to COVID-19.

saskatchewan.ca

Saskatchewan 

## Entitlement to Public Health Emergency Leave

- Employees can access this leave when:
  - ordered to self-isolate, or
  - they need to care for a child or adult family member affected by an order or direction of the CMHO or the Government of Saskatchewan.

saskatchewan.ca

Saskatchewan 

## Entitlement to Leave: Orders to self-isolate

- An order to isolate could be from:
  - the employee’s doctor,
  - the employee’s employer,
  - the Government of Saskatchewan, and/or
  - the CMHO.
- When ordered to isolate, employees need to be away from the workplace and need their employment protected.

saskatchewan.ca

Saskatchewan 

## Entitlement to Leave: Orders and Directions

- The Government of Saskatchewan or the CMHO may order restrictions or close services to address a public health emergency (e.g., school or care programs/facility closures or reductions).
- Some child and adult dependents aren’t able to attend these closed or restricted programs or services; they are therefore are “affected by an order”.
- Employees need to be off work to care for these dependents, and therefore need their employment protected.

saskatchewan.ca

Saskatchewan 

## About Public Health Emergency Leave

- Unpaid, but wages are owed if the employer lets the employee work from home.
- Leave is for length of the order to self-isolate or the direction/restriction affecting the employee's dependent.
- The employee is not required to provide advance notice before starting leave or returning, but must request the leave from the employer.
- No minimum length of employment required.
- No medical note required.
- Employment is maintained while on leave.
- Employees in critical public health and safety positions are exempt.

saskatchewan.ca

Saskatchewan 

## Effect of Orders or Restrictions

- A public health emergency leave is available if a public health order by the CMHO is in place, and the employee is entitled.

saskatchewan.ca

Saskatchewan 

## JOB PROTECTION DURING SICKNESS

saskatchewan.ca

Saskatchewan 

## Protection From Discriminatory Action For Illness

- Employment is protected when an employee needs to be off work because:
  - of illness; or
  - the employee must care for a sick dependent family member.
- Protection is for up to 12 days in a calendar year, or for 12 weeks in a period of 52 weeks for serious illnesses.

saskatchewan.ca

Saskatchewan 

## Protection From Discriminatory Action For Being Off Work Sick

- Employees must normally work for the employer for at least 13 consecutive weeks, and provide a medical note on request.

## What is Discriminatory Action?

- Any adverse action or threat of action by the employer against an employee.
- Includes layoff, termination, loss of opportunity, demotion, discipline or intimidation.
- Includes job loss because of illness.

## Protection During COVID-19-Related Sickness

- If an employee is away sick as *a result of a public health emergency*, employees are:
  - protected from their first day of service, and
  - don't need to provide medical evidence.

## Effect of Orders or Restrictions

- The public health emergency exemption from length of service requirement or medical notes continue for COVID-19-related illnesses, regardless of a public health order.
- Normal employee protections for absences because of their own or family sickness continue.

## **PROTECTION TO ACCESS FEDERAL RECOVERY BENEFITS (SICKNESS AND CAREGIVING)**

saskatchewan.ca

Saskatchewan 

## Protection to Access Federal Recovery Benefits

- In September 2020, the federal government announced the Canada Recovery Sickness Benefit and Canada Recovery Caregiving Benefit.
- Saskatchewan added protection against discriminatory action (such as job loss) for employees to access these benefits.

saskatchewan.ca

Saskatchewan  5-22

## Protections To Access Federal Recovery Benefits

- Protects an employee who:
  - is absent from work,
  - believes they are eligible for recovery sickness or caregiving benefits,
  - may not have provided prior notice of needing to be off work, and
  - is in receipt of, or will be applying for, the Canada Recovery Sickness or Caregiving Benefit.

saskatchewan.ca

Saskatchewan 

## Protections to Access Federal Recovery Benefits

- Protection from the first day of employment; no minimum length of employment required.
- Not required to provide medical evidence or evidence of application.
- Employees must provide as much notice as possible when they are off work and on return.

saskatchewan.ca

Saskatchewan 

## Impact of Orders

- This protection applies as long as federal recovery sickness and caregiving benefits are available.
- Coverage is for absences until October 23, 2021, unless the benefits are extended by the Government of Canada.

## Canada Recovery Sickness Benefit Eligibility

- If an employee is unable to work for at least 50% of a week, and:
  - is sick with COVID-19, has COVID-19 symptoms and is required to self-isolate, or has an underlying health condition which makes them susceptible to COVID-19 and is isolating; or
  - must care for a dependent who is sick with COVID-19, has COVID-19 symptoms, or has underlying health complications if they get COVID-19 and is isolating, as directed by a medical professional.

## Canada Recovery Caregiving Benefit Eligibility

- If an employee is unable to work for at least 50% of a week, and:
  - must provide care to a child under 12 or family member because their school, daycare or day program was cancelled because of COVID-19.
- Visit [www.Canada.ca](http://www.Canada.ca) for information about benefit and eligibility.

Source: [www.Canada.ca](http://www.Canada.ca)

[saskatchewan.ca](http://saskatchewan.ca)

Saskatchewan 

## TEMPORARY LAYOFFS DURING A PUBLIC EMERGENCY

[saskatchewan.ca](http://saskatchewan.ca)

Saskatchewan 

## Public Emergency Temporary Layoffs

- A layoff is a temporary interruption of work by an employer.
- Generally, between March 19, 2020 to July 25, 2021, employers didn't need to provide notice or pay instead of notice for temporary layoffs.
- Employers were exempt from the normal layoff requirements.

saskatchewan.ca

Saskatchewan 

## The Two-Week Period...

- Employers had two weeks after the previous orders and emergency declaration (July 11, 2021) to schedule laid off employees back to work
- If an employee wasn't scheduled after July 25, 2021,
  - the employee's employment is terminated; and
  - owed pay instead of notice.

saskatchewan.ca

Saskatchewan 

## Scheduled

- Generally, the employee was given times and dates to work comparable to their employment prior to layoff.

## Normal Scheduling Rules

- A schedule must:
  - Include times when work begins and ends,
  - Include times when meal breaks begin and end, and
  - Cover at least one week.
- Notice of a schedule must be at least a week in advance of the start of the schedule.
- Schedules must be personally given to the employee, or posted accessibly online, or any other manner that informs the employee.

## If An Employee Didn't Return...

- If an employee decided not to return to work as scheduled, the employee is deemed to have abandoned their job.
- No pay instead of notice owed.

## Employer's Role

- Ensure employees are aware of the schedule.
- Consider employee explanations for not returning as scheduled.
- Attempt to resolve reasonable employee explanations for non-attendance.
- Provide clear direction to return and warning that employees will be considered to have quit for not returning to work as scheduled.

## Employee's Role

- Respond and acknowledge the employer's notification of a schedule to return to work.
- Provide a reasonable explanation if they can't return as scheduled.
- Inform their employer of any required employment accommodation.
- Attend work as scheduled.

saskatchewan.ca

Saskatchewan 

## Calculating Pay Instead of Notice For Employees Not Scheduled After A Public Emergency Layoff

- Find the number of weeks of notice owed, based on the length of the period of employment (use the chart in Section 2-60 of SEA).
- Use normal weekly wage amount from before the layoff.
- Multiply the normal weekly wage by the number of weeks of notice owed to calculate the total pay instead of notice.
- Visit our website or our webinar on Layoffs and Terminations.

saskatchewan.ca

Saskatchewan 

## Normal Layoff Rules Apply After July 25, 2021

- Employers must provide employees who have more than 13 weeks of employment with notice or pay instead of notice of a layoff of more than 6 consecutive work days.
- The amount of notice employees are to be provided is under Section 2-60 of the SEA.
- Notice is not required for employees with 13 weeks of employment or less.

## GROUP TERMINATION NOTICE

## Exemption from Group Termination Notice

- Between May 2020 and July 11, 2021, employers were exempt from providing group termination notice to employees and their unions.
- Employers were only required to notify the Minister of Labour Relations and Workplace safety.

## Normal Group Termination Notice, After July 11, 2001

- Unless exempted by regulation, employers must provide notice of group termination to employees, their union, and the Minister of LRWS.

## QUESTIONS AND ANSWERS – Employment Standards

saskatchewan.ca

Saskatchewan 

*Which COVID-19-related employment standards  
currently apply?*

### **Apply**

- Job protection for sick leave related to COVID-19
- Job protection to access federal sickness and caregiving benefits (depends on federal program)
- Public health emergency leave (depends on public health orders)

### **Don't Apply**

- Exemption from notice for temporary layoffs
- Exemption from group termination notice

saskatchewan.ca

Saskatchewan 

## *Could my employer have given me a different schedule after a layoff?*

- Employees are entitled to the same employment arrangement they had before the layoff.

saskatchewan.ca

Saskatchewan 

## *As the employer, can I reduce hours or pay when employees return from layoff?*

- Employees are to be scheduled to return to work as before the layoff.
- If employees aren't scheduled back to previous employment after a layoff, pay instead of notice may be owed.
- Substantial changes to essential employment terms (e.g. hours or pay) by employers without notice may lead to claims of constructive dismissal (i.e. termination).
- However, employees would have to leave the employer and file a claim for pay instead of notice.
- Employers must to provide notice of changes after the laid off employee has returned as entitled.
- Some employees may accept the change without notice and then may not be able to claim termination without notice.

saskatchewan.ca

Saskatchewan 

*My employer called me back to work but I am sick at home with COVID-19 related symptoms. What am I entitled to under SEA?*

- Your job is protected if you are ill for up to 12 days in a calendar year, or 12 weeks in a period of 52 weeks, if the illness is serious.
- If your illness is a result of a public health emergency (e.g. COVID-19), your job is protected no matter your length of employment and a doctor's note isn't required.
- You are also protected for absences to access the Canada Recovery Sickness Benefit.

saskatchewan.ca

Saskatchewan 

*I need to be home from work to look after my young child with COVID-19 symptoms. What provisions apply?*

- Employees have protection to access the Canada Recovery Sickness Benefit during the entitlement period for that program.
- Employees with 13 weeks of employment also have protection for absences of 12 days in calendar year or 12 weeks in a period of 52 weeks for serious illness of your child.

saskatchewan.ca

Saskatchewan 

*My child has been ordered to isolate,  
what provisions apply?*

- If your child must isolate because of a public health order or direction of Government, you have job protection through a public health emergency leave, and protection to access the Canada Recovery Caregiving Or Sickness Benefit.

saskatchewan.ca

Saskatchewan 

*My child's classroom is on home-learning  
because of COVID-19 and I need to be off  
work. Which provision applies?*

- You may access a public health emergency leave if a public health order is in place and home-learning is in place to comply with the order or direction.
- You may also have job protection to access the Canada Recovery Caregiving Benefit, if eligible under those program rules.

saskatchewan.ca

Saskatchewan 

## *What should employers do if employees refused to return?*

- Consider if the employee:
  - been properly notified of their schedule,
  - needs to access any illness protections,
  - requires a medical accommodation, or
  - a workplace health and safety concern.
- After this is considered and resolved, employees who won't return can be considered to have quit.

saskatchewan.ca

Saskatchewan 

## *Can my employer send me home if I am ill? Do they have to pay me for the time I am away?*

- Employers are not prohibited from preventing an ill employee in the workplace, especially if it means protecting other employees.
- Employers are not required to pay for time not worked.
- Employees have job protection for 12 days in a calendar year for absences for illnesses, and 12 weeks in a period of 52 weeks for serious illnesses.
- If the illness is COVID-19 related, employees are protected from the first day of employment.
- Employees also have protection if they are applying for or in receipt of the Canada Recovery Sickness Benefit.

saskatchewan.ca

Saskatchewan 

## *Can my employer require me to wear a mask at work?*

- Employment Standards doesn't provide for or prohibit an employer from requiring employees to wear a mask.
- Employers can require an employee to comply with a public health order and other legislation.
- However, employers can't require an employee to purchase clothing with the employer's name on it.
- If the employer requires an employee to wear a mask with the employer's name on it, it is to be provided free.

saskatchewan.ca

Saskatchewan 

## *Can my employer make me get vaccinated?*

- Employment Standards doesn't prohibit an employer from implementing a vaccination, testing or masking policy.
- Under occupational health and safety standards, employers are obligated to ensure a healthy and safe workplace.
- Occupational health and safety regulations now require full vaccination or a negative test at least every 7 days for Public Employers, and other Employers may require the same for their employees.

saskatchewan.ca

Saskatchewan 

## *Can my employer terminate me for not getting vaccinated?*

- Generally, employers may terminate employees with more than 13 weeks with notice. (Notice isn't required for employees with 13 weeks or less of service.)
- For terminations without notice, employers would have to show just cause.
- Just cause to terminate without notice for not being vaccinated must balance of the employee's right to privacy, common law just cause principles, and the employer's legal responsibility to provide a healthy and safe workplace.
- As in all terminations without notice, just cause will depend on a number of factors, such as: the employment contract, safety legislation, the nature of the work, notification of rules, a warning that termination will occur for not following rules, ability to follow the rule, actual not following the rule, and any employee medical conditions requiring accommodation.

## Occupational Health and Safety

***THE PUBLIC EMPLOYERS' COVID-19 EMERGENCY REGULATIONS***

***THE EMPLOYERS' COVID-19 EMERGENCY REGULATIONS***

New COVID-19 occupational health and safety regulations  
as of **Oct 1, 2021**

[saskatchewan.ca](http://saskatchewan.ca)



**PUBLIC EMPLOYERS**

***THE PUBLIC EMPLOYERS' COVID-19 EMERGENCY REGULATIONS***

[saskatchewan.ca](http://saskatchewan.ca)



## Who are Public Employers?

- Includes:
  - Government of Saskatchewan (GOS)
  - Saskatchewan crown corporations
  - Any agency, board or commission
  - Legislative Assembly officers
  - Constituency offices
  - The Provincial Auditor

## Public Employer Responsibilities

- Public Employers **must** require their workers:
  - To be fully vaccinated, or
  - Provide a negative COVID-19 test at least every 7 (calendar) days from the last date of testing.

## Worker Responsibilities

- Unvaccinated workers are required to provide a COVID-19 test at least every 7 days, must:
  - get tested during non-work time, and
  - pay for the cost of testing.

## Exemptions from “Public Employers”

- The provincial health authority, affiliates, and other health care organizations under *The Provincial Health Authority Act*, other than eHealth
- Boards of education or the conseil scolaire
- Regional colleges
- Saskatchewan Polytechnic

## **EMPLOYERS**

### ***THE EMPLOYERS' COVID-19 EMERGENCY REGULATIONS***

saskatchewan.ca

Saskatchewan 

## Who are “Employers”?

- All provincially-regulated employers, but not Public Employers.

saskatchewan.ca

Saskatchewan 

## Employer Responsibilities

- Employers **may** require their workers:
  - To be fully vaccinated, or
  - To provide a negative COVID-19 test, at least every 7 days from the last date of testing.

## Employer Responsibilities

- If Employers require vaccination or negative testing, employees must be notified:
  - Personally, or
  - By posting it in the workplace, or
  - By posting it online to a website the work has access, or
  - Any other way that informs the worker.

## RULES IN BOTH REGULATIONS

## Who is covered?

- Workers
  - those who are in the service of either a Public Employer or Employer.

## Public Employers and Employers Responsibilities

- Both must:
  - Create a process to collect and review vaccination and testing information.
  - Collect and review the vaccination and testing evidence and verify the worker can be in the workplace, and
  - Keep vaccination and testing information confidential.

## Testing

- A COVID-19 test means:
  - A PCR for SARS-CoV-2,
  - A point-of-care antigen test, or
  - Any other COVID-19 test approved by the Minister of Health.
- Testing must be done at a Health-approved site.

## Exemptions from Testing

- Negative test results are not required for employees while:
  - On leave approved by the employer.  
(including vacation, employment, sick leave/absences)
  - On vacation.
- However, negative test results would be required to attend the workplace.

## “Fully Vaccinated”

- Fully vaccinated means:
  - The worker has the recommended doses of a COVID-19 vaccine, AND
  - 14 days have passed since the last one.
- Vaccine means only a Health Canada-approved vaccine.

## Proof of Vaccination

- Includes:
  - A card issued at the time of vaccination by the SHA,
  - A printed or screen shot of the certificate or QR code from a MySaskHealthRecord account,
  - A positive scanned QR code, or
  - Vaccine printouts from Public Health.

## Cost of Testing and Time

- Unvaccinated workers required to provide a COVID-19 test must:
  - get tested during non-work time, and
  - pay for the cost of testing.

## Work Time for Vaccination

- **Special Vaccination Leave**
  - Employers are required to provide at least 3 hours of paid time for one vaccination
- See 6-22.1 of *The Occupational Health and Safety Regulations*.

## OCCUPATIONAL HEALTH AND SAFETY HAZARD ASSESSMENTS AND WORK REFUSALS

## Exposure Control Plans

- Employers must conduct a hazard assessment to determine if they must develop a COVID-19 exposure control plan.
- If a worker works with an infectious material or organism, or needs to be vaccinated against an infectious material or organism that is an infectious disease hazard (e.g., COVID-19), then section 6-22 of *The Occupational Health and Safety Regulations, 2020* for exposure control plans apply.

## Right to Refuse

- A worker's right to refuse unusually dangerous work has not changed because of the pandemic.
- Workers have the right to refuse to perform any specific job or task which they **have reasonable grounds to believe is unusually dangerous**. The danger may be to the worker or to any other person at the workplace. An unusual danger could include:
  - A danger that is not normal for the job (e.g., repairing a roof in dangerous winds);
  - A danger that would normally stop work (e.g., operating a forklift with a flat tire); or
  - A situation for which you are not properly trained, equipped, or experienced to do the work assigned (e.g., cleaning windows on a tall building with no fall protection equipment or training).

## Right to Refuse

- Follow these steps to resolve a work refusal:
  - The employee informs their employer/supervisor that they are refusing work because of a health or safety concern pursuant to section 3-31 of *The Saskatchewan Employment Act*.
  - The supervisor asks the employee what task or tasks they are refusing and why they believe the work is unusually dangerous.
  - The employee should not leave the worksite without their employer's permission.
  - If the worker and supervisor cannot resolve the concern to the worker's satisfaction, they contact their occupational health committee (OHC).
  - The OHC investigates the refusal to determine if there are reasonable grounds to refuse the work. The OHC's decision must be a **unanimous** vote for or against the refusal.
  - If the refusal cannot be resolved within the workplace, contact Occupational Health and Safety.
  - An occupational health officer will investigate the refusal and provide a written decision.

saskatchewan.ca

Saskatchewan 

## QUESTIONS AND ANSWERS – Occupational Health And Safety

saskatchewan.ca

Saskatchewan 

*Most vaccines require two shots. Can employees use paid time off for a minimum of three hours for each time or is it a cumulative amount of time?*

- Under the occupational health and safety regulations, paid time off is for one vaccination shot.

*Do employers need to limit exposure to COVID-19 for workers?*

- Under *The Occupational Health and Safety Regulations, 2020*, employers must take every reasonable precaution to protect the health and safety of workers.

*Do all employers have to implement a vaccination or testing policy?*

- Public Employers, as defined in the regulations, must...
- All other Saskatchewan employers may...
- The new regulations provide a policy framework to follow.

*Do these regulations apply to federal employers?*

- No. Federally-regulated employers follow the Canada Labour Code and federal policies.

*Do these new safety regulations apply to independent contractors I use?*

- No. They only apply to your employees, and not workers in business for themselves (independent contractors).
- However, employees of companies you contract with may be covered through their employer.

saskatchewan.ca

Saskatchewan 

*Can I request proof from employees that they have been vaccinated or have a negative test?*

- Yes. If an employer implements a policy under the legislation, employees will have to show proof of full vaccination or a negative test before they attend the workplace.

saskatchewan.ca

Saskatchewan 

## *What if an employee has medical condition?*

- Employees will still have to provide a negative test result to attend workplace.

## *How is my private health information kept confidential?*

- Public Employers are not saving or storing actual records and test results.
- Other Employers must also keep the information confidential.

*I had COVID-19, do I have to provide proof of vaccination or a negative test?*

- Yes. Employees who previously had COVID-19 are not exempted under the regulation.

*What if an employee refuses to share vaccination status or a negative test result?*

- Public Employers must ensure they are in compliance with the legislation.
- Employers can ensure employees are in compliance with their policy.
- Either may use their internal corrective discipline policy up to and including termination to ensure compliance.

## *Do I need to provide a negative COVID-19 test if I am working from home?*

- Negative test reporting isn't required for employees on a leave or vacation.
- Employer policies determine if test reporting is required for employees working from home.
- Employers can require a negative test from employees working from home and not fully vaccinated to enter the normal workplace.

saskatchewan.ca

Saskatchewan 

## **OTHER RESOURCES**

saskatchewan.ca

Saskatchewan 

## Labour Relations And Workplace Safety Resources

- Employment Standards:
  - Call Centre: 1-800-667-1783 (free)
  - [employmentstandards@gov.sk.ca](mailto:employmentstandards@gov.sk.ca)
  - [www.saskatchewan.ca/business/employment-standards](http://www.saskatchewan.ca/business/employment-standards) – includes regular webinars on various employment standards
  - Visit any of our 8 locations across the province.
- Occupational Health and Safety
  - Workplace Safety Questions: 1-800-567-7233

91

saskatchewan.ca

Saskatchewan 

## Other Government of Saskatchewan Resources

- Business/Employer Information:
  - Business Response Team
    - 1-844-800-8688
    - [supportforbusiness@gov.sk.ca](mailto:supportforbusiness@gov.sk.ca)
- Public Safety Information (Non Health-Related):
  - 1-855-559-5502 (for Regina residents: 306-787-8539)
- Public health Information:
  - [COVID19@health.gov.sk.ca](mailto:COVID19@health.gov.sk.ca)

saskatchewan.ca

Saskatchewan 

## Government of Canada Resources

- For information about Canada Recovery Benefits
  - [www.Canada.ca](http://www.Canada.ca)
    - click on “COVID-19 financial assistance” link

saskatchewan.ca

Saskatchewan

## Finding Employment Standards' Website

The screenshot shows the Saskatchewan government website. At the top, there is a navigation bar with 'Saskatchewan' and a search bar. Below this is a horizontal menu with categories: Residents and Visitors, Business and Industry, Government, and Services. The main content area features a large image of a woman adjusting a black face mask on a child. Overlaid on the image is the text 'COVID-19' and a link for 'Latest Updates, Vaccine Information, Public Health Measures'. Below the image, there are four columns of links under the heading 'I want to...':

- I want to...**
  - > Purchase a hunting licence
  - > Check highway conditions
  - > Find licensed child care
  - > Find and apply for jobs
- Workplace**
  - > Employment standards
  - > Wages and pay
  - > **Vacation, leaves and absences**
  - > Workplace safety
- Students**
  - > Student loans
  - > Graduate Retention Program
  - > Scholarships and grants
  - > Anti-Bullying
- Health**
  - > COVID-19 Vaccine Appointments
  - > Health cards
  - > HealthLine Online
  - > MySaskHealthRecord

saskatchewan.ca

Saskatchewan

# Finding Employment Standards on the Web

saskatchewan.ca

<https://www.saskatchewan.ca/business/employment-standards>



# Finding LRWS Legislation

saskatchewan.ca



saskatchewan.ca