



A Guide for Employers:

Bill 2, An Act to Make Alberta Open for Business

Alberta

July 2019



PENINSULA

Guide Summary : Bill 2, An Act to Make Alberta Open for Business

Are you aware of the changes that Bill 2 is bringing to Alberta legislation? On July 18, 2019, Bill 2 (An Act to Make Alberta Open for Business) reached Royal Assent. This Bill repeals some of the amendments in Bill 17 (the Fair and Family Friendly Workplaces Act). Bill 2 comes into effect on September 1, 2019; with the main changes impacting Alberta's holiday pay, overtime, student minimum wage and the labour relations code. This guide will help you understand how your responsibilities, as an employer, will change with Bill 2.

For assistance applying them to your own company, speak with our expert HR advisors at Peninsula. We also offer a dedicated employer advice line that is complimentary and available 24/7. Contact us today at: 1 (833) 247 – 3652



Staying Compliant with Bill 2

As an employer, are you aware of the changes Bill 2 brings to your organization? Coming into effect on September 1, 2019, Bill 2 alters Alberta's Employment Standards Code by repealing some of the amendments in Bill 17 (the Fair and Family Friendly Workplaces Act). The objective behind Bill 2 is to re-establish balance in Alberta's workplace and invite investments for job creation.

Compliance with Alberta legislation helps protect your business against potential lawsuits, as well as fosters a healthy work environment for your employees. Continue reading for a look at the changes Bill 2 makes to Alberta legislation.

Holiday Pay

This section underwent significant changes from Bill 17 to Bill 2. Employees will now have to work 30 days in the 12 months before the general holiday in order to receive holiday pay.

Bill 2 also reinstates that employees must be paid holiday pay based on the following distinction between regular and irregular workdays:

If they do not work on the holiday:

- The holiday falls on a day that they would normally work, but they do not. They are eligible to receive their average daily wage.
- It is not their normal workday, and they do not work. They are not entitled to holiday pay.

If they work on the holiday:

- The holiday falls on their normal workday, and the

employee works. The rules on pay remain the same.

- It is not their normal workday, but they work. They are entitled to 1.5 times their regular wage rate.

Overtime

Employees and employers can now bank overtime at a one to one rate. Flexible Averaging Agreements have been repealed. These changes to overtime will take effect on September 1, 2019.

Minimum Wage

Bill 2 maintains minimum wage at \$15 per hour; except for students. As of June 26, 2019, minimum wage for students under age 18 has been reduced to \$13.00 per hour for the first 28 work hours in a week. Over 28 hours, they must be paid \$15.00 per hour when school is in session.

Labour Relations Code

For Alberta's Labour Relations Code, the mandatory secret ballot vote will be restored, and a program will be established to help employees understand their rights under the labour legislation.

Also, the validity period of currently signed union cards will be shortened to 90 days to minimize the length of union organizing drives and disruption to business operations.

The Act will strengthen the current provisions which reduce duplicate employment-related claims in multiple forums (human rights, labour relations, employment standards, etc.)



Learn More

For updates in legislation or to get answers to your questions on Ministry of Labour, ESC and OSH Act, call us today. Peninsula is dedicated to providing ongoing HR support to small business owners.

1 (833) 247-3652

We've got you covered.

Schedule A Callback



General Disclaimer: Peninsula Employment Services Limited is a company that provides external HR advice and support to businesses. Peninsula is not a law firm. This guide is for informational purposes only and is not intended to provide advice to individuals or businesses. The material contained in this guide is not intended to be legal advice. Peninsula does not warrant or guarantee the quality, accuracy or completeness of any information in this guide. You may not sell or license the information contained in this guide. Neither this guide nor any of the material contained herein may be reproduced, redistributed, or resold in whole or in part without the prior written consent of Peninsula Employment Services Limited.