

Changes Bill 2 Will Make to Alberta Labour Laws

On May 27, 2019, the Alberta government introduced Bill 2, *An Act to Make Alberta Open for Business*. If passed, this Act will make changes to the Employment Standards Code by revising the previous government's 2017 amendments through Bill 17, the *Fair and Family Friendly Workplaces Act*. Below you'll find a comparison of the changes between the two Acts.

On May 27, 2019, the United Conservative Party introduced Bill 2: *An Act to Make Alberta Open for Business*. Bill 2, which is not yet law, is expected to pass in the near future.

Bill 17, <i>Fair and Family Friendly Workplaces Act</i>	Bill 2, <i>An Act to Make Alberta Open for Business</i>
<p>Holiday Pay:</p> <p>Employees are not required to work for 30 days or more to be eligible for holiday pay.</p> <p>Employees are entitled to holiday pay even if the holiday is on a day they would not normally work.</p> <p>If they do not work on the holiday:</p> <ul style="list-style-type: none">• If an eligible employee does not work on a general holiday, the employee is entitled to their average daily wage. <p>If they work on the holiday:</p> <ul style="list-style-type: none">• When they work on a holiday, employees are entitled to 1.5 times their regular pay plus their average daily wage, or to standard wages plus a future day off with their average daily wage.	<p>Employees must work 30 days in the 12 months before the general holiday in order to receive holiday pay.</p> <p>Employees will be paid holiday pay based on a distinction between regular and irregular workdays that will be reintroduced:</p> <p>If they do not work on the holiday:</p> <ul style="list-style-type: none">• 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. <p>If they work on the holiday:</p> <ul style="list-style-type: none">• The holiday falls on their normal workday, and the employee works. The same rules apply.• It is not their normal workday, but they work. They are entitled to 1.5 times their regular wage rate.

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Bill 17, Fair and Family Friendly Workplaces Act	Bill 2, An Act to Make Alberta Open for Business
<p>Overtime</p> <p>Employers must provide 1.5 hours of time off for each banked overtime hour.</p>	<p>Employees and employers will be able to bank overtime at a one to one rate.</p>
<p>Student Minimum Wage</p> <p>Students under the age of 18 are required to be paid \$15 per hour.</p>	<p>Minimum wage for students under age 18 will be 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.</p>
<p>Labour Relations Code</p> <p>Currently signed union cards remain valid for the duration of six months.</p>	<p>The validity period of the cards will be shortened to 90 days to minimize the length of union organizing drives and disruption to business operations.</p> <p>The mandatory secret ballot vote will be restored.</p> <p>A program will be established to help employees understand their rights under labour legislation.</p> <p>The Act will strengthen the current provisions which reduce duplicate employment-related claims in multiple forums (human rights, labour relations, employment standards, etc.)</p>