

September 1, 2016

Alberta's Minimum Wage is on the Rise



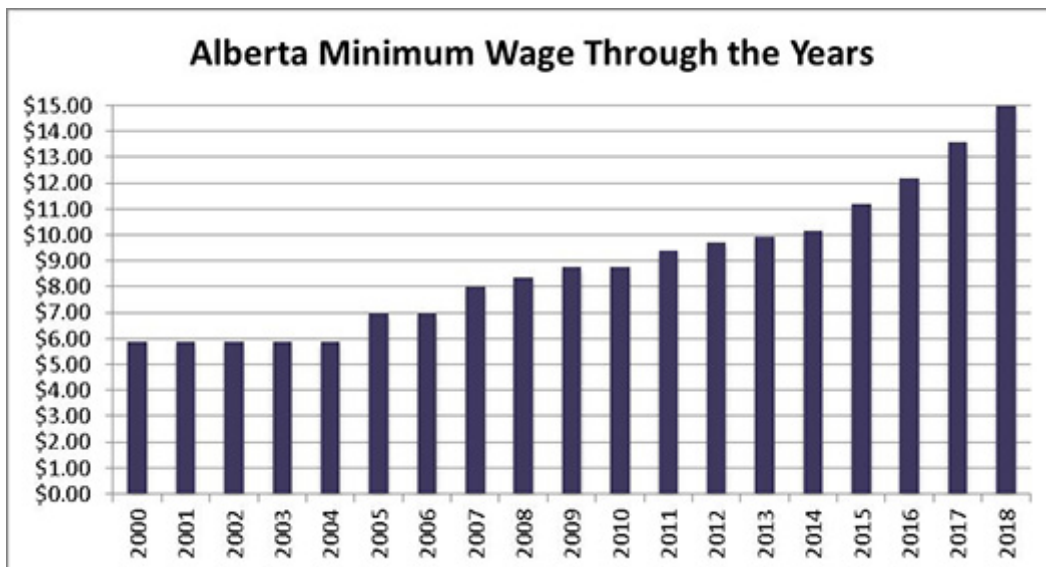
By [Jenna Kirk](#) and [Christin Elawny](#)

Effective October 1, 2016, Alberta's minimum wage will increase from \$11.20 per hour to \$12.20 per hour. This is the first step in the Provincial government's plan to increase the minimum wage in Alberta to \$15.00 per hour by October 1, 2018. The second step of the plan will kick in on October 1, 2017 when the minimum wage will increase to \$13.60 per hour.

The minimum hourly wage is not the only aspect of the Employment Standards legislation that is changing, weekly and monthly minimum wages are increasing as well. Many individuals in Alberta are paid based on an hourly rate but certain occupations, typically involving irregular work schedules or commissioned earnings, are not well suited to an hourly pay scale. Employees in such situations, including some salespersons, land agents and other professionals¹ do not have to record their hours worked and are entitled to a minimum weekly wage, currently \$446 per week. As of October 1, 2016, this amount will increase to \$486 per week. In-home caregivers will also see an increase to the minimum monthly wage, currently \$2127, which will increase to \$2316 on October 1, 2016. By October 1, 2018, these minimums will increase to \$598 per week and \$2848 per month, respectively.

Additionally, as of October 1, 2016 there will no longer be a lower minimum wage for employees serving liquor as part of their regular job. Instead, these workers must be paid the regular hourly minimum wage, which, as of that date, will be \$12.20 per hour.

More information on these and other impending changes can be found on the Government of Alberta's website. The lawyers in the Field Law Labour and Employment Group are also available to help clarify any questions or concerns you may have about these changes and their potential impact on your business.



Source: Government of Canada, Hourly Minimum Wages in Canada for Adult Workers, <http://srv116.services.gc.ca/dimt-wid/sm-mw/rpt2.aspx>

¹ See Alberta's *Employment Standards Regulation* at section 2(2) for listed occupations

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