

Temporary foreign workers are covered by the Employment Standards Act and have additional protections under the Temporary Foreign Worker Protection Act. For more information, please contact the Employment Standards Branch:

Toll free: 1-833-236-3700

gov.bc.ca/EmploymentStandards

EMPLOYERS AND RECRUITERS

Your employer cannot make you pay a fee to work for them. Employers and recruiters are **not allowed** to:

- Charge you or keep wages for recruitment services
- Take your passport or other official documents
- Threaten to deport you or take other action with no lawful cause
- Take action against you or threaten you for making a complaint or speaking to a government agency

They must not deliberately lie or mislead you about:

- The details of your job, such as position, duties, job length, wages or benefits
- Housing, immigration or recruitment services
- The laws in B.C. and Canada

MINIMUM WAGE

Your employer must pay you at least minimum wage:

- After **June 1, 2020** – \$14.60 per hour
- After **June 1, 2021** – \$15.20 per hour

Some farm workers are paid a piece rate instead of an hourly wage. They must be paid at least the minimum piece rate for the crop they harvest.

MINIMUM DAILY PAY

Your employer must pay you for at least 2 hours of work, even if you work less. If you are scheduled for more than 8 hours of work, they must pay you for at least 4 hours.

HOURS OF WORK

If you work more than 5 hours in a row, you get a 30-minute unpaid meal break. If your employer expects you to work at any time during your break, they must pay you for the entire break.

BREAKS

You must have at least 32 hours free from work each week. You must **also** have at least 8 hours off between shifts.

OVERTIME

If you work more than 8 hours in a day, your employer must pay you overtime wages:

- Time-and-a-half for each hour worked over 8 hours
- Double time for each hour worked over 12 hours

If you work more than 40 hours in a week, your employer must pay you time-and-a-half for each hour worked over 40 hours.

GETTING PAID

Your employer must pay you at least twice per month. Pay periods cannot be longer than 16 days. After a pay period ends, your employer must pay you everything you earned within 8 days.

If your job ends, your employer must pay you everything they still owe you within:

- 6 days if you quit
- 48 hours otherwise

DEDUCTIONS

Your employer must take money off your paycheck for deductions required by law. If you agree in writing, they can also deduct money to cover things like benefits, advances or overpayments.

Employers are **not allowed** to deduct money for business expenses, theft, damage or recruitment services, **even if you agree**.

STATUTORY HOLIDAYS

Your employer must pay you an average day's pay for B.C.'s statutory holidays if you:

- Have been employed for 30 days

AND

- Worked on 15 of the 30 days before the holiday

If you work on the statutory holiday, you also get overtime pay for each hour you work.

ANNUAL VACATION

After you work for an employer for a year, you can take 2 weeks of vacation time. You must take your vacation within 12 months of earning it. Your employer cannot make you take less than a week of vacation at a time unless you request it.

Vacation pay is at least 4% of your total wages from the previous year. Your employer must give you your vacation pay at least 7 days before your vacation starts.

COMPENSATION FOR LENGTH OF SERVICE

If your job ends, your employer needs to give you written working notice or an equal amount of pay unless you:

- Worked for less than 3 months
- Quit, retired or were fired for just cause

The amount is equal to one week's pay, plus an additional week of pay for every full year of employment, up to a maximum of eight weeks.

LEAVES

You can take an unpaid leave from your job for specific reasons, such as personal illness or injury. If you take a leave, you need to tell your employer when and why.

Your employer cannot end your job or change your job's conditions while you are on leave unless you agree to it.