



This factsheet has been prepared for general information purposes. It is not a legal document. Please refer to the *Employment Standards Act* and Regulation for purposes of interpretation and application of the law.

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## Newspaper Carriers

A newspaper carrier is a person, either adult or child, who sells or delivers newspapers directly to customers or households. It does not include a person who engages in bulk delivery.

### Newspaper

“Newspaper” is defined as a publication which contains at least 25% of news and editorial content. It includes flyers which are included with the newspaper.

### Students

Newspaper carriers who are enrolled in a primary or secondary school and work 15 hours a week or less are exempt from the *Employment Standards Act*.

### Other part-time carriers

Other carriers who work for 15 hours a week or less are not covered by certain provisions of the Act, including:

- Minimum daily pay;
- Thirty-two consecutive hours free from work each week; and
- Provisions regarding split shifts.

### Carriers who work more than 15 hours

Carriers who work more than 15 hours a week are covered by all provisions of the Act including:

- Minimum wage;
- Overtime for working more than eight hours a day or 40 hours a week, paid at 1-1/2 times regular pay;

- Overtime for working more than 12 hours a day, paid at double regular pay;
- Statutory holiday pay;
- Annual vacation and vacation pay;
- A half-hour unpaid meal break after working five hours in a row;
- Minimum daily pay; and
- At least 32 consecutive hours free from work each week or the payment of wages at 1-1/2 times the wage rate for the hours worked during this time.

### Protection from Unauthorized Deductions

An employer must not require a newspaper carrier to pay any cost of doing business. For example, carriers cannot be charged for elastic bands, plastic wrap or other materials.

If newspaper carriers are expected to provide their own vehicle to deliver newspapers, the tangible cost of operating the vehicle (purchase of gas and oil) must be paid by the employer.

