MINIMUM WAGE

Employees must be paid at least minimum wage regardless of:
• Hourly pay rate
• Hourly, salary, commission, or other incentive basis
• Their status – full-time, part-time, temporary or permanent

The minimum wage in B.C. is as follows:
• June 1, 2019 – $13.85 per hour
• June 1, 2018 – $13.10 per hour
• June 1, 2017 – $12.55 per hour

Overtime

An employee must be paid time-and-a-half for hours worked over an average of 40 hours in a week during the agreed averaging period (e.g. 80 hours averaged over two weeks).

MEAL BREAKS

A 30-minute unpaid meal break must be provided when an employee works more than five hours in a row. Employers are not required to provide coffee breaks.

PAY DAYS & PAYROLL RECORDS

Employees must be paid at least twice per month. Pay periods cannot be longer than 16 days.

VACATION

Vacation time. After one year of employment, employees can take up to two weeks per year off for vacation. After working for five consecutive years for the same employer, employees can take three weeks off.

PAY COMMISSIONS

Vacation pay is calculated on all wages earned from the first day an employee starts employment in periods of less than one week at a time.

A mother who has taken maternity leave can take up to 52 weeks if her child disappears and up to 104 weeks if there is a court order for the child's return.