

# The Saskatchewan Fair Labour & Just Transition Act

**The Goal:** To deliver decent pay and predictable hours, protect workers from abuse, and build the public capacity Saskatchewan needs—so people can move into resilient, future-proof work when they are ready.

## Worker Bill of Rights | Part II

- **\$25/hour** minimum wage, indexed annually to CPI.
- Reduce the full-time standard weekly hours to **30-hour weeks**.
  - Employers must **increase wages to compensate** to ensure parity between gross annualized incomes of employees before and after this Act.
  - Standard Scheduling Patterns chosen by employers and employees.
    - **5 Days / Week = 6 hours / Day**
    - **4 Days / Week = 7.5 hours / Day**
    - **3 Days / Week = 10 Hours / Day**
- **Overtime:** Rates increased and made to match fairly with new standard schedules.
- **True Rest:** Standard 48 consecutive hours of rest, 11 hours between shifts.
- **Paid Breaks:** 20 minutes every 2.5 hours and a 30-min meal for shifts over 5.5 hours.
- **15 Paid Sick Days** Paid by the employer and the province.
  - Employer: Pays 7.5 days worth of full-time wages.
  - Province: Pays 7.5 days worth of full-time wages as a monthly payroll tax credit.
- **Equal pay for equal work.**
- **Predictable schedules:** Each schedule posted 14 days before a shift, and each schedule shows 14 days ahead.
- **Fair Termination:**
  - Probation: Capped at 3 months max.
  - Severance: Mandatory 1.5 weeks per year service by employee.
  - Mass-Layoffs: Must WARN employees and compensate them BEFORE the execs.
- **Wage-Theft Protection:** Triple Damages, AMPs, debarment.
- **No non-competes:** Companies must compete to attract workers.
- **Right to disconnect:** No more off-hours contact about work. Any work done is paid.
- **All postings on SaskJobs** for 30 days or more, and must show the hourly and yearly gross pay.

## Just Transition for Fossils | Part III

**3 Pathways to the Future:** for any Fossil Fuel Sector worker

- **Retire:** You did your service, you powered our nation, you've earned your rest.
  - Offered an unreduced Pension Bridge (up to 6 years)
- **Retrain:** You didn't hear a bell, and you're still in it for the long haul.
  - Full tuition/fees at Saskatchewan Public Institutions
  - Weekly Grant of 70% of prior average weekly earnings (floor of \$1,000/week for up to 24 months.)
  - Childcare and transport stipends
- **Redeploy:** You don't wait for the future, you make it.
  - SCC offer within 30 days

- Wage Insurance Top-Ups (50% of wage gap, up to \$1000/week for 12 months)
- Relocation Grants
- Housing Stipends
- PPE and Gear Support
- **One-Time Bonuses to Leave Fossils in the Dirt**
  - \$3,000 cash
  - \$5,000 of coverage for family mental health
  - Extended Health and Dental Bridge

A new office called the **Just Transition Office** runs the program, audits, and levies.

## The Institutions

### **Saskatchewan Jobs (SaskJobs) | Part IV**

SaskJobs is a modern, active labour-market service that meets people where they are. It offers no-wrong-door intake, dedicated Career Navigators with capped caseloads, and wraparound supports like safety tickets, checks, gear, childcare, and transport. Candidates can use training vouchers; employers can access targeted wage subsidies, retention bonuses, and relocation grants. A public Employer Quality Scoreboard gates all subsidies so public money only supports quality jobs.

### **Saskatchewan Century Corps (SCC) | Part V**

The SCC is a Crown employer that provides paid, on-the-job training and real work in priority sectors—care, infrastructure, environment, digital, logistics, and agri/aquaculture. All training time is paid, and each year of honourable service earns a tuition voucher. The Corps also maintains an emergency reservist cadre and coordinates closely with SaskJobs, apprenticeship systems, and Indigenous partners under FPIC.

### **Saskatchewan Co-operative Development Agency (SCDA) | Part VI**

SCDA is the one-stop co-op shop: navigators, legal/governance templates, shared back-office services, and neutral finance brokering. A universal Right-of-First-Refusal means when any Saskatchewan business is sold or closed, employees receive a disclosure pack, an exclusive bid window, and a match right to buy and convert to a co-op. SCDA will not incubate fossil-fuel co-ops and instead steers proponents to clean-economy models.

### **Saskatchewan Manufacturing Corporation (SMC) | Part VII**

SMC is a Crown manufacturer that licenses, builds, and staffs world-class factories to make what Saskatchewan needs—starting with industrialized housing (built to Century Codes), then heat-pump/hydronic systems, solar PV, and batteries. A binding Green Manufacturing Duty requires renewably powered plants on a set schedule, near-zero embodied-carbon materials, ISO-certified environmental/energy management, lifecycle disclosures, ethical supply chains, and continuous improvement—without undercutting qualified private bidders.

## Fair Work Authority (FWA) | Part II

The FWA is an independent inspectorate that enforces the Worker Bill of Rights. It has powers to enter workplaces, compel records, issue compliance orders and administrative penalties, debar bad actors, and publish a public non-compliance registry. The FWA also administers payroll credits (e.g., sick-day cost sharing), runs a worker/employer hotline, and coordinates with SaskJobs, the SCC, and the Just Transition Office to keep standards high across the system.

## Highlights

### Indigenous Consent

- FPIC baked in wherever rights/lands/waters may be affected.

### Transparency and Dashboards

Published metrics on: outputs, safety, credentials, placements, costs, and climate metrics, published routinely.

### Timelines

- **Day 1:** \$25 minimum wage + indexation; FWA established in law; SaskJobs/SCDA interim functions begin.
- **Within 6–12 months:** FWA fully operational; scheduling/30-hour standard phased in (public first, then private); EQS dashboard live; JTO launched.
- **12–24 months:** SCC and SMC stood up by proclamation; modular-housing factory licensed/commissioned; co-op Right-of-First-Refusal regime in force.

**Bottom line:** higher floors, saner hours, faster job pathways, public capacity to build—and a fair, voluntary bridge for workers moving into the **next Century of Saskatchewan.**

