

The Saskatchewan Fair Labour and Just Transition Act

Part I - Interpretation and Purpose

1-1 Short Title

This Act may be cited as The Saskatchewan Fair Labour and Just Transition Act

1-2 Purpose

The purposes of this Act are to:

- (a) Establish modern minimum standards for decent work and fair pay;
- (b) Reduce standard hours of work and improve rest, scheduling and work-life balance;
- (c) Protect workers from wage-theft, misclassification, and unfair terms;
- (d) Support a Just Transition for workers moving from the fossil fuel sectors into resilient, care and clean-energy economies;
- (e) Transform public labour-market services to rapidly place residents into quality jobs and paid training;
- (f) Create Crown instruments to train, employ, and manufacture at scale in the public interest; and
- (g) Promote transparency, equity, accessibility, and reconciliation throughout the administration of this Act.

1-3 Application and Paramountcy

- (1) Crown bound: This Act binds the Crown in the right of Saskatchewan and its agents.
- (2) Minimum floor: Rights and Standards under this Act are minimum requirements and may be exceeded by contract or collective agreement.
- (3) No contracting-out: An agreement that purports to waive or reduce a right or benefit under this Act is void to the extent of the inconsistency.
- (4) Paramountcy: Where a provision of this Act conflicts with another enactment respecting employment standards, the provision that affords the greater protection and benefit to the worker prevails, unless the other enactment expressly provides otherwise.
- (5) Human rights and safety: Nothing in this Act limits rights or remedies under the Saskatchewan Human Rights Code, occupational health and safety legislation, or workers' compensation statutes.
- (6) Collective bargaining preserved: Nothing in this Act limits the right to organize, certify, bargain collectively or strike in accordance with the law.

1-4 Interpretation

- (1) General Rule: Definitions in this part apply throughout the Act unless a Part contains a specific definition for use within that Part
- (2) Definitions:
 - (a) “Employee” includes a dependent contractor unless the context requires otherwise;
 - (b) “dependent contractor” means a person, whether or not employed under a contract of employment, who performs works or services for another in a relationship of economic dependence and obligate integration and is therefore not carrying on business on the person’s own account;
 - (c) “employer” includes any person, partnership, co-operative, Crown, Municipality, or other entity that employs one or more employees in Saskatchewan;
 - (d) “Minister” means the member of the Executive Council designated by Order in Council as responsible for the administration of this Act or of a Part of this Act.
 - (e) “regulation” means a regulation made by the Lieutenant Governor in Council under this Act.
 - (f) “Indigenous governing body” has the meaning assigned in the reconciliation enactments of Saskatchewan or as prescribed by regulation.

1-5 Guiding Principles

The administration and interpretation of this Act shall be guided by:

- (a) Decency and dignity at work—standards are to be read broadly in favour of worker protection;
- (b) Equity and accessibility—measures must be designed and delivered inclusively, with reasonable accommodation of disability and attention to rural and northern contexts;
- (c) Reconciliation—decisions must be consistent with treaty relationships and the duty to consult and obtain free, prior and informed consent where required;
- (d) Transparency by design—non-personal data, KPIs, contracts and rate cards produced under this Act should be published under CodeShare Civics, subject to lawful protections; and
- (e) Climate and resilience—programs and Crown activities under this Act should support Saskatchewan’s transition to low-carbon, climate-resilient communities.

1-6 Administration and Delegation

- (1) The Lieutenant Governor in Council may designate one or more Ministers to administer this Act or any Part of it.
- (2) A Minister may, in writing, delegate any power or duty under this Act to a prescribed official, agency or Crown corporation, subject to terms set out in the instrument of delegation.

1-7 Anti-Avoidance

- (1) No employer shall structure work, scheduling, contracting, or corporate arrangements primarily to avoid the application of this Act.
- (2) Where the substance of a relationship is that of employment, this Act applies notwithstanding the form or label used by the parties.
- (3) Successor-employer and related-employer doctrines apply as prescribed by regulation.

1-8 Data Protection and Privacy

- (1) Public entities administering this Act shall not use brokered personal data and must comply with applicable privacy statutes.
- (2) Personal information collected under this Act shall be limited to that which is necessary, retained no longer than required, and safeguarded in accordance with law.

1-9 Non-Derogation

Nothing in this Act abrogates or derogates from the rights of Indigenous peoples recognized and affirmed by section 35 of the Constitution Act, 1982.

1-10 Forms, Notices and Digital Access

- (1) The Minister may approve forms and digital processes for the purposes of this Act.
- (2) A form or notice may be provided electronically in accordance with regulations.

1-11 Consolidated Reporting

- (1) The Minister shall table in the Legislative Assembly an annual consolidated report on the administration and outcomes of this Act, drawing on the reports required under Parts II to VII.
- (2) The consolidated report shall be published under CodeShare Civics.

1-12 Review of the Act

- (1) Within three years after this Part comes into force, and every five years thereafter, the Minister shall cause a review of the operation and effectiveness of this Act.
- (2) A report of the review shall be tabled in the Legislative Assembly.

1-13 Regulations—General

Without limiting any regulation-making power elsewhere in this Act, the Lieutenant Governor in Council may make regulations:

- (a) prescribing matters of general application under this Part;
- (b) respecting electronic service and records; and
- (c) generally, for carrying out the purposes and provisions of this Part.

1-14 Commencement

- (1) This Part comes into force on Royal Assent.
- (2) The remaining Parts come into force as provided in those Parts or on Proclamation.

Part II - Worker Bill of Rights

DIVISION 1 - Interpretation, Purpose, Application

2-1 Purpose

The purpose of this Part is to establish minimum, universal labour standards that (a) raise wages; (b) reduce excessive hours; (c) stabilize schedules; (d) protect equal pay; (e) modernize rights for platform and temporary workers; and (f) ensure effective enforcement

2-2 Definitions

In this Part:

- (a) “employee” or “worker” means an individual who performs work or services for remuneration, including temporary agency workers, interns and trainees, domestic workers, farm workers, and platform workers deemed employees under Division 5;
- (b) “Employer” includes any person, partnership, corporation or other entity that suffers or permits work to be done, and any lead firm in a franchise or subcontracting chain that exercises control over working conditions;
- (c) “Wage” includes hourly pay, salary, piece-rate converted to hourly, commission and any other remuneration, excluding tips;
- (d) “Workweek” means a period of seven consecutive days established by the employer and filed with the Fair Work Authority.
- (e) “CPI” means the Saskatchewan all-items Consumer Price Index as published by Statistics Canada

- (f) “FWA” means the Fair Work Authority established under Division 7.
- (g) “Platform” means any platform that hires contractors through an online platform or application.

2-3 Applications and Supremacy

- (1) This Part applies to all provincially regulated employment Saskatchewan.
- (2) Where a collective agreement affords a greater right or benefit, the collective agreement prevails.
- (3) In the event of conflict between this Part and any other enactment respecting minimum employment standards, this Part prevails to the extent of the conflict.
- (4) Federally regulated undertakings remain governed by federal law; nothing in this Part derogates from any superior right they may voluntarily confer by contract.

2-4 Anti-reprisal

No employer shall intimidate, dismiss, discipline, penalize, reduce hours, alter shifts, without wages, or otherwise retaliate against a worker for (a) asking about or asserting a right under this Part; (b) making a complaint or giving evidence to the FWA; (c) discussing wages or working conditions; (d) seeking union representation.

DIVISION 2 - Wages, Hours, Rest, Scheduling, Leave

2-5 Minimum Wage and Indexation

- (1) The general minimum wage is \$25.00 per hour
- (2) On April 1 of each year, the minimum wage shall be adjusted by the year-over-year CPI; amounts shall be rounded up to the nearest \$0.05 and published by the FWA not later than February 15.
- (3) Piece-rate and commission systems must yield not less than the hourly minimum wage for all hours worked.

2-6 Full-time Hours; Standard Schedules

- (1) Full-time employment is 30 hours per week
- (2) Employers shall schedule employees using one of the following standard patterns unless authorized under section 2-7:d
 - (a) 5 Days x 6 Hours / Day;
 - (b) 4 Days x 7.5 Hours / Day;

- (c) 3 Days x 10 Hours / Day.
- (3) Conversion to the 30-hour standard shall not reduce any workers weekly, bi-weekly, or monthly base pay; employers must adjust hourly rates so annualized base pay is no lower than immediately before this Part comes into Force.

2-7 Alternative Schedules

- (1) The Labour Relations Board may issue a Service-Equivalency Permit for a specific establishment or bargaining unit if the employer demonstrates that:
 - (a) The average weekly hours per affected employee over a cycle not exceeding four weeks is < 31;
 - (b) Service levels are maintained or improved
 - (c) Pay protections in subsection 2-6(3) are met; and
 - (d) Consent is obtained by (i) majority vote of the unionized members in the unit, or (ii) 66% of the affected non-union workforce by secret ballot conducted by the Board.
- (2) Permits are valid for 2 years and may be renewed only where > 74% of affected employees vote in favour.
- (3) Permits are revocable for non-compliance; all permits and renewal votes shall be posted publicly by the Board monthly.

2-8 Overtime

- (1) A worker is entitled to the greater of daily or weekly overtime, but not both on the same hour.
- (2) Daily Overtime rates:
 - (a) Where scheduled 5x6: 1.5x after 6 hours; 2.0x after 7.5 hours; 3.0x after 10 hours;
 - (b) Where scheduled 4x7.5: 2.0x after 7.5 hours; 3.0x after 10 hours;
 - (c) Where scheduled 3x10: 3.0x after 10 hours; 3.5x after 12 hours.
- (3) Weekly Overtime Rates: 1.5x over 30 hours in a workweek; 2.0x over 40; 3.0x over 50.
- (4) Absolute Daily Limit: no worker shall work more than 15 hours in any 24-hours period except in a declared emergency; emergency hours are paid at the highest applicable overtime rate.

2-9 Rest, Breaks, Weekly Time Off

- (1) Workers must receive 11 consecutive hours free from work between shifts. A worker may request a one-time exception in writing not more than once in any 48 hour period.

- (2) Paid Breaks: one 20-minute paid rest break earned after each 2.5 hours worked; and one 30-minute paid break where a shift exceed 5.5 hours.
- (3) Breaks are not waivable or combinable; employers shall ensure coverage so breaks are real.
- (4) Weekly rest: Not less than 48 consecutive hours free from work in each 7-day period; the Board may authorize 24 hours where the worker receives a minimum 3% wage premium for that week.

2-10 Predictable Scheduling and Call-in

- (1) Employers must provide written schedules 14 days in advance covering at least the next 14 days.
- (2) Changes with less than 72 hours' notice require a premium of +\$3.00/hour for the affected shift(s).
- (3) A worker has the right to refuse a new or extended shift affected with less than 24 hours' notice without penalty.
- (4) Reporting/Call-in pay: where a worker is contacted or required to report outside scheduled hours, the worker is entitled to a minimum of 2 hours pay at the base rate per call-in.

2-11 Vacation

- (1) Minimum annual vacation entitlement: 4 weeks after 1 year; 5 weeks after 4 years, 6 weeks and 6 years.
- (2) Vacation pay equals the worker's average daily wages over the preceding 3 months for each day of vacation taken; or may be paid at not less than 8%, 10%, or 12% of gross wages for the corresponding service bands.
- (3) Carry-over up to 3 weeks is permitted by worker request; cash-out only by worker request.

2-12 Paid Sick Days

- (1) Workers are entitled to 15 days of paid, job protected sick leave per year
- (2) Funding: the employer pays 7.5 days and the province funds 7.5 days through a monthly payroll credit administered by the FWA.
- (3) No medical note may be required for the first 3 consecutive days of illness or 6 days total within any 14-day period.

2-13 Statutory Holidays

- (1) Recognized holidays shall be prescribed by regulation.
- (2) Eligibility requires at least 30 days worked in the prior 90 days; premium pay rules remain unchanged by this Part.

2-14 Equal Pay; Non-discrimination

- (1) Workers performing the same or substantially similar work must receive equal pay, benefits and opportunities regardless of employment status (full-time, part-time, temporary, contract) gender, race, disability, age, social condition, or any prohibited ground.
- (2) Pay secrecy policies are void; employers may not prohibit workers from discussing pay.

2-15 Prohibited Offsets; Universal Health Levy

No employer shall reduce wages, hours, benefits, or impose fees to pass through the cost of any Universal Health Levy or similar public charge to workers.

2-16 Right to Disconnect

- (1) Except for emergency services or written standby agreements, a worker has the right to be free from work communications outside scheduled hours.
- (2) Any contact that results in work performed is compensable under section 2-10(4)

2-17 Benefit Continuity

Upon termination, any extended health, dental or similar benefits shall continue for 8 weeks at the employers expense , unless replaced earlier under a new plan at equal or greater coverage.

DIVISION 3 - Termination, Severance, Mass Layoffs

2-18 Probation Cap

Probation shall not exceed 3 months from the first day worked or trained.

2-19 Just cause; progressive discipline

- (1) No termination except for just causes or by operation of a bona fide layoff under section 2-21.
- (2) The employer bears the burden of proof; progressive discipline records must be maintained and disclosed upon request.
- (3) Workers shall have access to fast-track arbitration procedures prescribed by regulation.

2-20 Severance

- (1) Workers with at least 1 year of service are entitled to severance of 1.5 weeks per completed year of continuous service, to a maximum of 52 weeks, in addition to any statutory notice or pay in lieu.
- (2) Severance shall not be offset against Employment Insurance.

2-21 Mass Layoff Notice

- (1) Employers shall provide written notice to affected employees, the FWA, and the minister not less than:
 - (a) 90 days where 20-199 workers are affected at an establishment;
 - (b) 120 days for 200-499;
 - (c) 180 days for 500+.
- (2) Notice runs in parallel with severance obligations
- (3) Executive bonuses, dividends, or buybacks are prohibited until all wages, vacation pay, and severance are paid in full.

DIVISION 4 - Wage Theft, Records, Transparency

2-22 Wage payment; correction window

- (1) Wages are due on each regular payday accompanied by a compliant pay statement
- (2) Employers have 14 days to correct any underpayment after notice; thereafter, treble damages may be ordered under section 2-30.

2-23 Pay Statement Content

- (1) Pay Statements must show: legal entity and address; pay period; hours at each rate; overtime hours and rates; premiums; deductions with reasons; vacation / sick balances; and year-to-day totals

- (2) Pay Statements can be either digital or physical, but the employer must provide a physical Pay Statement upon employee request for up to 3 years post-employment.

2-24 Tips

Tips and gratuities are the property of workers. Employers shall not retain any portion except for lawful tip-pooling among tipped staff.

2-25 Records

Employers shall keep accurate time, schedules, payroll and tip records for 3 years; records must be produced to the FWA upon request.

2-26 Job Posting and pay transparency

- (1) All vacancies must be posted on Saskatchewan Jobs (SaskJobs) for not less than 30 days, show the hourly wage and the annualized full-time gross equivalent.
- (2) Forced arbitration agreements and class-action waivers are void.
- (3) Non-compete clauses are prohibited.

DIVISION 5 - Gig, Platform, and Temporary Agency Workers.

2-27 Presumption of Employment (ABC Test)

A worker is deemed an employee unless the hiring entity proves: (a) the worker is free from control and direction in fact and contract; (b) the work is outside the usual course of the entities business; and (c) the worker is customarily engaged in an independently established business.

2-28 Platform Obligations

Platforms and temp agencies must provide:

- (a) Coverage under WCB, EI, and CPP
- (b) A net-of-expensive minimum earnings floor prescribed by regulations, but no less than minimum wage
- (c) Weekly itemized statements showing per-task pay, time, distance and fees;
- (d) Deactivation due-process and appeal to the FWA

2-29 Equal Pay through Agencies

Temporary agency and contract workers must receive not less than the pay and benefits of a directly-hired worker performing the same or substantially similar work.

DIVISION 6 - Training, Apprenticeships, and Public Procurement

2-30 Apprenticeship requirements for public works

- (1) Any provincial capital projects with a contract value not less than \$10,000 or such higher threshold as prescribed by regulation shall include >25% apprenticeship hours, where trade-appropriate.
- (2) At least 49% of apprenticeship placements offered under subsection (1) shall be made available to the Saskatchewan Century Corps trainees, with the balance filled through union hiring halls and employers, subject to equity targets.
- (3) Compliance is a material term of the contract; non-compliance is subject to debarment under section 2-35.

2-31 Training Costs

Employers shall bear the cost of mandatory licensing, medicals, safety training, PPE, and tools required for the job.

DIVISION 7 - Enforcement and Penalties

2-32 Establishment of the FWA

- (1) The Fair Work Authority is established as an independent inspectorate reporting to the Assembly.
- (2) The FWA may: conduct inspections (including unannounced); enter workplaces; compel records; interview workers privately, issue Compliance Orders, Payment Orders and Administrative Monetary Penalties (AMPs); administer payroll credits for sick-day reimbursement; and publish a non-compliance registry.
- (3) The FWA may investigate confidential complaints or initiate proactive inspections and sectoral blitzes.

2-33 Orders and appeal

- (1) FWA orders take effect on service

- (2) An employer or worker may appeal to the Labour Relations Board within 15 days; filing an appeal does not stay payment unless ordered by the Board.

2-34 AMPs (Per worker, per pay period)

- (a) First Offence: \$2,000;
- (b) Second Offence: \$5,000;
- (c) Third Offence: \$10,000;
- (d) Fourth Offence: \$15,000;
- (e) Fifth Offence: \$20,000;
- (f) Subsequent offences escalate by \$5,000 increments.
- (g) The Board may apply multipliers for repeat offenders within 36 months. AMP revenue shall be credited to a Worker Protection Fund for outreach and legal assistance.

2-35 Debarment

The FWA may recommend, and the Minister may order, debarment from provincial procurement and grants for up to 3 years for serious or repeated contraventions, including wage-theft, misclassification, and apprenticeship non-compliance.

DIVISION 8 - Miscellaneous, Regulations, Transition

2-36 Joint employment and successor rights

- (1) Lead forms, franchise parents and controlling entities are jointly and severally liable with intermediaries for unpaid wages and AMPs.
- (2) Successor-rights protections apply to contract retendering in building services, home-care and other prescribed sectors.

2-37 Travel, Uniforms, Expenses

- (1) Travel between job sites during the workday is paid time
- (2) Split shifts require a premium prescribed by regulation
- (3) Employer-mandated uniforms and equipment are provided at no cost to workers.

2-38 Leaves, Accommodation and Harassment

- (1) Statutory leaves in force continue to apply; regulations may raise floors.

- (2) Employers owe a duty to accommodate to the point of undue hardship.
- (3) Employers must post a plain language Rights Poster approved by the FWA in every workplace.

2-39 Regulations

The Lieutenant Governor in Council may make regulations respecting forms, records, thresholds, eligibility, calculation methods, minimum earnings floors for platforms, recognized holidays, premiums, and any matter necessary to carry out this Part.

2-40 Coming into force; phasing

- (1) The FWA is operational within 6 months of Royal Assent.
- (2) The \$25.00 Minimum wage and indexation take effect on Royal Assent.
- (3) The 30-hour standard and scheduling provisions take effect for public sector employers within 12 months and for private sector employers within 18 months.
- (4) Paid sick-day payroll credits commence on the first day of the employer's first full payroll period after section 2-12 comes into force.

Part III - Just Transition

DIVISION 1 - Purpose, Application, and Definitions

3-1 Purpose

The purpose of this Part is to provide voluntary, portable, and dignified supports so that workers in designated fossil-fuel industries can retire, reskill, or redeploy to quality jobs, including within the public service, when they are ready, without loss of income security or benefits and without prejudice to collectively bargained rights.

3-2 Application

- (1) This Part applies to eligible workers employed or engaged in Saskatchewan in one or more covered industries.
- (2) Nothing in this Part abrogates or derogates from rights under any collective agreement, pension plan, statute, or common law; the entitlements herein are in addition to any such rights, subject to express set-off provisions.

3-3 Covered Industries

- (1) For the purposes of this Part, “covered industries” means activities primarily classified within the following NAICS codes conducted in Saskatchewan.
 - (a) 211 - Oil and Gas Extraction;
 - (b) 213 - Support Activities for Mining and Oil and Gas;
 - (c) 486 - Pipeline Transportation;
 - (d) 324110 - Petroleum Refineries
 - (e) 221210 - Natural Gas Distribution
 - (f) 221112 - Fossil-fired Electric Power Generation
- (2) The Lieutenant Governor in Council may, by regulation, add, remove, or clarify NAICS classes to reflect evolving industry structures.

3-4 Eligible Workers

- (1) A person is an eligible worker if the person
 - (a) Is an employee or dependent contractor whose primary work (>50% of hours or income) in the 24 months preceding application was in a covered industry; and
 - (b) Has at least 6 months of service in a covered industry within that 24-month period; and
 - (c) Performed the work substantially within Saskatchewan.
- (2) “Dependent contractor has the meaning prescribed by regulation and includes platform or contract workers economically dependent on a single client or small set of clients.

3-5 Average Weekly Adjusted Earnings (AWAE)

- (1) “AWAE” means the average weekly earnings calculated using the best 36 of the last 52 weeks of insurable pay immediately preceding application or displacement, excluding severance, termination pay, settlement sums, and irregular bonuses, and including regular premiums and scheduled differentials.
- (2) AWAE may be determined from CRA T4/T4A, payroll records, and ROEs; where records are incomplete, the Just Transition Office may impute AWAE using reasonable methods set by regulations.

3-6 Apply Any time

- (1) An eligible worker may apply under this Part at any time, whether or not a layoff or closure is occurring
- (2) Employer notice obligations under Division 5 of this Part continue to apply in the event of closure, layoff, or displacement

3-7 Coordination with income-replacement benefits

- (1) Payments under this Part that are described as top-ups operate to bring a worker's combined income-replacement (including EI or analogous benefits) to the stipulated percentage or floor, and do not duplicate those sources.
- (2) The Minister may enter into agreements with Canada to coordinate administration and avoid overpayments.

DIVISION 2 - Individual Pathways and Entitlements

3-8 Pathways

An eligible worker may elect one of the following pathways: Retire, Reskill, or Redeploy. The Just Transition Office (JTO) shall assign a case manager and deliver supports according to this Division

3-9 Retire

- (1) Where permitted by the governing pension plan, the JTO may purchase service and/or provide a pension bridge to enable an unreduced pension commencing on the earlier of the workers' plan unreduced age or CPP/OAS eligibility
- (2) The pension bridge is payable for up to six (6) years as required by actuarial calculation.
- (3) Health and dental benefits continue for the duration of the bridge to the extent not otherwise provided, on terms prescribed by regulation.
- (4) Bridge payments are taxable income to the extent required by law.

3-10 Reskill

- (1) Where the worker enrolls in approved full-time training (including public post-secondary, registered apprenticeship, or Saskatchewan Century Corps training) the worker is entitled to:
 - (a) An income guarantee equal to 70% of AWAE for up to 48 months, with a weekly floor of \$1,000 and a cap equal to the provincial 90th percentile weekly wage, coordinated as a top up to EI or other benefits.
 - (b) Tuition, books, exam fees, PPE and mandatory fees fully covered at public institutions in Saskatchewan.
 - (c) Childcare and transportation stipends up to prescribed monthly maxima.
 - (d) Funded PLAR/Challenge exams where applicable.

- (2) Approved training shall be defined by regulation and must be expected to lead to recognized credentials or apprenticeship progression.
- (3) Progress reviews shall occur each term; reasonable leave is permitted for illness, caregiving, or emergencies, per regulation.

3-11 Redeploy

- (1) The worker shall receive a guaranteed offer from the Saskatchewan Century Corps within 30 days of pathway selection at not less than SCC floor pay, with a documented progression path; or
- (2) Where the worker accepts qualifying private-sector employment the Province shall pay wage insurance equal to 50% of the gap between AWAE and the new base wage for 12 months, capped at \$1,000/week.
- (3) Relocation grants shall be provided as follows, scaled by family size per regulation:
 - (a) \$2,000 for 0-100 km;
 - (b) \$5,000 for 100-400 km
 - (c) \$8,000 for 400+ km
- (4) Housing stipend up to \$1,500/month for three (3) months is payable where the destination occupation is designated by regulation as shortage.
- (5) Tools/PPE/licensing assistance up to \$2,500 per regulated trade or license event is payable.
- (6) Redeploy supports may be combined with SCC service where the worker transitions from SCC to private employment within twelve (12) months.

3-12 One-Time and Bridge Supports

- (1) A transition bonus of \$3,000 is payable on enrollment in any pathway.
- (2) Bridge mental health benefits shall continue for up to 12 months or until alternate coverage commences, whichever is sooner.
- (3) Mental-health counselling support up to \$5,000 per household (lifetime) shall be available under any pathway.

3-13 Guardrails and Clawbacks

- (1) To retain relocation grants and wage insurance, a worker must remain employed in the new occupation or SCC service for twelve (12) months, subject to good-cause exceptions set by regulation.
- (2) Pro-rated clawbacks may be applied for voluntary early exit without good cause.
- (3) No double-dipping: a worker may not receive overlapping income-replacement payments for the same period beyond the intended top-up.

- (4) Frequency: primary entitlements may be exercised once in any ten year period, except where a subsequent closure eliminates the worker's new occupation, at which point they may apply again.

DIVISION 3 - Employer Duties

3-14 Advanced notice and paid release

- (1) Employers undertaking a closure, mass layoff, or material downsizing affecting covered workers shall provide notice to affected workers and to the JTO as follows:
 - (a) 90 days for 20-199 affected workers;
 - (b) 120 days for 200-499 affected workers;
 - (c) 180 days for 500+ affected workers
- (2) During the notice period, employers shall provide paid release time to affected workers to attend JTO assessments, bootcamps, and training orientation.

3-15 Funding Priority and Restrictions

- (1) No executive retention, bonus, or severance payments shall be made until wages, statutory termination and severance, and required transfers to pension and benefits plans, are fully funded.
- (2) Employers shall provide to the JTO anonymized workforce data reasonably required for program delivery, in accordance with privacy law.

3-16 Just Transition Levies

- (1) Annual sector levy: every employer in a covered industry shall pay an annual levy of 0.75% of Saskatchewan gross revenue, payable into The Saskatchewan Just Transition Fund.
- (2) Event Levy: in addition, on a closure or mass layoff, the employer shall pay an event levy equal to four (4) weeks of AWAE per affected worker, creditable against statutory severance or termination pay obligations to the extent permitted by law.
- (3) The Lieutenant Governor in Council may, by regulation, vary the levy rates within a band of 0.5%-2.0% for subsection (1) and 1-8 weeks for subsection (2) to maintain solvency targets.
- (4) Levies are debts due to the Crown and collectable with interest.

DIVISION 4 - Just Transition Office

3-17 Establishment of the Just Transition Office

- (1) There is established a body corporate to be known as the Just Transition Office (JTO).
- (2) The JTO is an arm's-length statutory office reporting to the Minister responsible for labour.
- (3) The JTO shall:
 - (a) Determine eligibility and deliver payments under this Part;
 - (b) Assign case managers with a caseload of no more than 60 individuals;
 - (c) Coordinate with the Saskatchewan Century Corps and Saskatchewan Jobs;
 - (d) Maintain public dashboards on uptake, completions, time-to-placement, retention at 12 months, median net wage, relocation counts, and spend per worker;
 - (e) Conduct random audits and fraud checks;
 - (f) Issue compliance orders and administrative penalties under this Part.

3-18 Governance

- (1) The JTO shall be governed by a Board of no fewer than 9 members and no more than 21 members, each appointed by the Lieutenant Governor in Council, comprising:
 - (a) 2 representatives nominated by recognized labour organizations;
 - (b) 2 representatives nominated by Indigenous Governing Bodies through the Saskatchewan Council for Reconciliation (SCR);
 - (c) 1 representative of municipalities;
 - (d) 1 representative of Crown energy or utility sectors;
 - (e) 2 members of the public chosen by civic lottery;
 - (f) 1 member with actuarial or pension administration expertise.
- (2) Conflict rule: Any person who service as a senior executive of a covered-industry employer within the preceding five (5) years is ineligible.
- (3) The Board shall establish bylaws, service standards, delegations and audit committees.

3-19 The Saskatchewan Just Transition Fund

- (1) There is established a special purpose account known as The Saskatchewan Just Transition Fund in the Public Accounts.
- (2) The Fund consists of:
 - (a) The levies collected under section 3-16;

- (b) Regular transfers from The Saskatchewan Resilience Fund established under the Financial Sovereignty Act, the amount and frequency of which is established by regulation.
- (c) Federal transfers and cost-sharing agreements
- (d) Other amounts received for the purposes of this Part.
- (3) Monies in the Fund are statutorily appropriated for the purposes of this Part and do not lapse at years end.
- (4) The JTO shall table an annual report and audited financial statements in the Assembly.

3-20 Privacy and Data-sharing

- (1) The JTO shall collect, use, and disclose personal information only as reasonably necessary to administer this Part and in accordance with the Freedom of Information and Protection of Privacy Act.
- (2) The JTO may enter into data-sharing agreements with Canada, Crown corporations, and public bodies to verify eligibility, calculate AWAE, coordinate EI/CPP top-ups and prevent fraud.

DIVISION 5 - Enforcement and Appeals

3-21 Administrative Powers

- (1) The JTO may enter workplaces at reasonable times, require production of records, and issue compliance orders to enforce sections 3-14 to 3-16.
- (2) Failure to comply constitutes an offence and may attract administrative monetary penalties prescribed by regulation.

3-22 Administrative Monetary Penalties (AMPs) for Employers

- (1) Without limiting any other remedy, the JTO may impose AMPs on employers as follows:
 - (a) First contravention: up to \$25,000;
 - (b) Second contravention: up to \$150,000;
 - (c) Subsequent contraventions: up to \$500,000 each.
- (2) Each day of continued non-compliance may constitute a separate contravention.
- (3) AMPs are debts due to the Crown and may be set off against amounts otherwise payable by the Province.

3-23 Recovery

Amounts payable under this Part, including levies, AMPs, interest and overpayments, are recoverable as debts due to the Crown and may be certified and filed with the court for enforcement.

3-24 Worker Appeals

- (1) A worker may appeal a JTO eligibility or entitlement decision within 30 days of notice.
- (2) The JTO shall determine appeals within 60 days or such longer period as may be reasonable in the circumstances.
- (3) A further appeal lies to the Labour Relations Board on questions of law or mixed fact and law, as prescribed by regulation.

3-25 Anti-Reprisal

No employer shall dismiss, discipline, suspend, penalize, intimate, or coerce a worker for seeking information about, applying for, or receiving entitlements under this Part. A contravention is an offence and gives right to a right to reinstatement and damages.

DIVISION 6 - General

3-26 Regulations

The Lieutenant Governor in Council may make regulations:

- (a) Defining dependent contractor, approved training, shortage occupations, family size, relocation distances, and good-cause exceptions;
- (b) Prescribing calculation methods of AWAE and caps;
- (c) Fixing levy due dates, interest, and solvency bands;
- (d) Prescribing forms, processes, and evidentiary requirements;
- (e) Respecting privacy, data-sharing and audits
- (f) Designating additional covered industries or clarifying NAICS classes
- (g) Generally, for carrying out the purpose and provisions of this Part.

3-27 Commencement and Transition

- (1) This Part comes into force on Proclamation.
- (2) The JTO shall commence operations no later than six (6) months after Proclamation.

- (3) Applications received within ninety (90) days before commencement may be treated as if received on commencement date.
- (4) The Minister shall cause a statutory review of this Part to commence three (3) years after commencement and every five (5) years thereafter.

Part IV - Saskatchewan Jobs

4-1 Definitions

In this Part:

- (a) “Agency” means Saskatchewan Jobs (SaskJobs) continued under section 4-2;
- (b) “applicant” means an individual applying for Agency services;
- (c) “critical occupation” and “priority region” mean an occupation or region designated by regulation under section 4-20
- (d) “employer” includes any person, partnership, co-operative, Crown, or other entity that employs workers in Saskatchewan;
- (e) “EQS” means the Employer Quality Score calculated under 4-7;
- (f) “fossil fuel sector worker” has the same meaning as in Part III (Just Transition);
- (g) “hard-to-fill role” means an occupation designated by regulation having persistent vacancies for reasons beyond wage level and working conditions;
- (h) “Minister” means the Minister responsible for labour;
- (i) “outcome targets” means targets approved by the Minister for time-to-placement, 90-day and 12 month retention and wage uplift;
- (j) “training voucher” means a voucher issued under section 4-9 redeemable at approved providers.

4-2 Continuation and Mandate of the Agency

- (1) The Agency is continued as a program of the Crown within the Ministry responsible for labour.
- (2) Mandate: The Agency shall act as an active labour-market operator to place Saskatchewan residents rapidly into quality jobs or paid training, with priority for fossil fuel sector workers, by:
 - (a) Intake and assessment through a no-wrong-door model;
 - (b) Individualized case management;
 - (c) Provision of wraparound supports;
 - (d) Operation of training vouchers, wage subsidies, relocation grants, and retention bonuses;
 - (e) Publication of employer quality information; and
 - (f) Brokerage of apprenticeships on public projects.

- (3) The Agency shall coordinate with the Saskatchewan Century Corps (SCC), the Just Transition Office (JTO) and other Crowns and ministries named in this Act.

4-3 Priority Access Tiers

- (1) Agency services shall be delivered according to the following applicant priority tiers:
 - (a) Tier A (Priority 1): fossil fuel sector workers transitioning out of the sector, SCC trainee graduates within six months of graduation; candidates for critical occupations in health, education, and other designated services.
 - (b) Tier B (Priority 2): Long-term unemployed (26+ weeks), rural/northern residents, persons with disabilities, Indigenous applicants, youth not in employment, education, or training, and newcomers (<5 years);
 - (c) Tier C: all other applicants.
- (2) The Agency may serve lower tiers where resources permit, provided Tier A and Tier B wait times remain well within standards set by regulation.

4-4 Case Management and Service Standards

- (1) Career Navigators: The Agency shall employ Career Navigators to manage caseloads not exceeding 60 applicants each, except in declared surge periods prescribed by regulation.
- (2) Outcome targets for time-to-placement, 90-day retention, 12-month retention and wage uplift shall be set by the Minister and published.
- (3) No-Wrong-Door Intake shall be available online and through Service Centres, partnered public libraries, SCC depots, and other prescribed access points.
- (4) The Agency shall provide reasonable accommodation for applicants' accessibility needs.

4-5 Wraparound Supports

Subject to regulation and eligibility screening, the Agency may provide:

- (a) Exam fees and safety tickets;
- (b) Criminal-record and vulnerable-sector checks;
- (c) Work gear and tools (with caps and where Companies don't themselves provide);
- (d) Childcare and transport stipends (means-tested); and
- (e) Other prescribed supports necessary to commence or retain employment or training.

4-6 Employer Eligibility - Quality Jobs Standard

- (1) An employer is ineligible for any Agency subsidy or voucher redemption unless it meets all the following at the relevant worksite:
 - (a) Wage Floor: Pays at least 90% of the regional occupational median wage for the posted role and never less than statutory minima under Part II;
 - (b) Compliance: no outstanding wage-theft orders, no active debarment, and no violations of the replacement-worker prohibition under Part II;
 - (c) Scheduling and Rights: attests compliance with scheduling, sick leave, overtime, right-to-disconnect and other rights under Part II;
 - (d) Transparency: Posts all subsidized roles on the SaskJobs portal and consents to anonymous quarterly employee surveys conducted by the Agency;
 - (e) Organizing neutrality: observes prescribed non-interference rules during any union organizing period.
 - (f) Organizing Neutrality: During any union organizing period, refrains from captive-audience meetings, threats or promises, and grants reasonable access for union communications as prescribed.
 - (g) Anti-retaliation: does not retaliate against employees for completing Agency surveys or contacting the Agency;
 - (h) Debarment transparency: agrees that any suspension or debarment decision under section 4-15 will be published on a public register
- (2) The Agency may verify compliance and may suspend or revoke eligibility on reasonable grounds.
- (3) The Agency may conduct unannounced verification visits and request payroll, scheduling, and safety records; failure to produce prescribed records is grounds for suspension.

4-7 Employer Quality Score (EQS) and Public Dashboard

- (1) The Agency shall calculate and publish each participating employer's EQS quarterly using indicators including: safety records, wages vs. market, turnover, scheduling compliance, survey results, and unionization status.
- (2) Subsidy caps and access shall scale with the EQS in accordance with regulations; employers in the lowest EQS band are ineligible.
- (3) The Agency shall apply churn-detection rules prescribed by regulation (including abnormal sub-six-month separation patterns) and may audit and claw back funds where gaming is indicated.

4-8 Matching Services and Apprenticeship Brokerage

- (1) The Agency shall match applicants to vacancies and training, including SCC roles.

- (2) On provincial capital projects over \$10,000, the Agency shall broker >25% apprenticeship hours, of which >49% of apprenticeship spots must first be offered to SCC trainees before allocation through union halls or employers, all as prescribed.

4-9 Training Vouchers

- (1) The Agency may issue training vouchers to eligible applicants redeemable only at approved public institutions or approved union/provider programs.
- (2) Vouchers expire 18 months after issuance unless extended by regulation.
- (3) Providers shall receive staged payments tied to credential attainment and 6-month post-placement retention, as prescribed.
- (4) Vouchers are non-transferable; misuse is recoverable as a debt to the Crown.

4-10 Wage Subsidies

- (1) The Agency may grant time-limited, declining wage subsidies for hard-to-fill roles, with a model similar to: Months 1-3 (up to 40%), Months 4-6 (up to 30%), Months 7-9 (up to 20%), Months 10-12 (up to 10%), or as prescribed.
- (2) Clawback: if the placement does not reach six months' retention, the subsidy is repayable in whole or in part, except where separation is for just cause unrelated to the employer's conduct or for prescribed no-fault reasons.
- (3) Employers shall not displace existing workers or reduce hours to obtain subsidies.

4-11 Relocation Grants

- (1) The Agency may provide relocation grants to applicants who accept employment in a different community, scaled by distance and family size as prescribed.
- (2) In priority regions, a six-month housing stipend may be provided.
- (3) Tool/PPE bundles and regulated licensing / medical costs may be covered for trades and other prescribed occupations.

4-12 Retention Bonuses

- (1) The Agency may pay retention bonuses at 6 and 12 months to workers placed in critical occupations and priority regions.
- (2) The Agency may pay employer retention bonuses in the same contexts where justified by labour-market need.
- (3) Amounts and conditions shall be set by regulation.

4-13 Unionization Help and Workplace guidebook

- (1) The Agency shall operate a public hotline and website providing neutral information on worker's rights and unionization.
- (2) The Fair Work Authority (FWA) shall develop a plain-language Workplace Rights Guidebook,
- (3) Upon request by an employee, an employer must provide the guidebook within three business days, electronically or in print, without cost.

4-14 Data, Privacy, and Integrity

- (1) The SaskJobs digital platform shall be built and operated in consultation with Saskatchewan Digital Services (SDS).
- (2) The Agency shall not use brokered personal data and shall comply with applicable privacy laws.
- (3) The Agency may exchange information with the SCC, the FWA, and the Just Transition Office as necessary to administer this Act, subject to privacy safeguards.
- (4) The Agency shall conduct random audits of employer attestations and subsidy claims.

4-15 Clawbacks, AMPs, and Debarment

- (1) Where an employer provides false information, fails eligibility conditions or engages in churn to exploit subsidies, the Agency may:
 - (a) Claw back payments;
 - (b) Impose Administrative Monetary Penalties no exceeding amounts prescribed by regulation; and
 - (c) Debar the employer from Agency programs for up to three years.
- (2) Decisions under this section are subject to reconsideration and appeal as prescribed.

4-16 Funding

- (1) The Agency shall be funded by an annual appropriation.
- (2) The Minister may establish performance-based reserves and commit multi-year agreements for vouchers, subsidies, and grants subject to appropriation.
- (3) The Agency may receive monies from other Crowns and the Resilience Fund established under the Financial Sovereignty Act.

4-17 Governance and Coordination

- (1) The Minister shall establish an Advisory Panel meeting at least quarterly, including representatives of unions, employers, Indigenous governing bodies, rural/northern communities, and education/training partners.
- (2) The Agency shall enter into memoranda of understanding with the SCC, the Saskatchewan Health Authority, The Ministry of Education, the Saskatchewan Manufacturing Corporation, and the Saskatchewan Co-operative Development Agency to coordinate pipelines and placements.

4-18 Reporting and Public Dashboards

- (1) The Agency shall publish quarterly dashboards showing, disaggregated where privacy-compliant:
 - (a) Median days to first-offer;
 - (b) 90-day and 12-month retention;
 - (c) Wage uplift vs pre-program;
 - (d) Apprenticeship hours placed;
 - (e) Rural/northern placements; and
 - (f) Tier A/B service volumes
- (2) An annual report shall evaluate program effectiveness and equity outcomes.

4-19 Appeals

Applicants and employers affected by an adverse decision of the Agency may appeal in the form and within the time prescribed by regulation to an appeal body designated by the Minister.

4-20 Regulations

The Lieutenant Governor in Council may make regulations:

- (a) Designated critical occupations, hard-to-fill roles and priority regions;
- (b) Prescribing outcome targets, service standards, and surge provisions;
- (c) Governing eligibility, amounts and terms for supports, vouchers, subsidies, grants, and bonuses;
- (d) Prescribing Quality Jobs Standard details, survey content, and EQS methodology;
- (e) Respecting apprenticeship brokerage on public projects;
- (f) Respecting data-sharing, privacy, audits, clawbacks, penalties, debarment;
- (g) Prescribing appeals processes; and
- (h) Generally, for carrying out the purposes of this Part.

4-21 Transition and Commencement

- (1) Within 90 days after this Part received Royal Assent, the Lieutenant Governor in Council shall make initial regulations sufficient to operationalize:
 - (a) Critical occupations, hard-to-fill roles and priority regions;
 - (b) Outcome targets, service standards and surge provisions;
 - (c) Eligibility, amounts and terms for supports, vouchers, subsidies, grants and bonuses
 - (d) Quality Job Standard details, survey content and EQS methodology; and
 - (e) Appeals processes.
- (2) The Agency shall open Tier A intake and publish the initial critical occupation and priority region designation within 90 days after Royal Assent.
- (3) No wage subsidy or relocation grant shall be paid to an employer until that employer has an EQS published for the relevant worksite or an interim baseline is prescribed by regulation.
- (4) The Employer Quality Dashboard shall be publicly available within 12 months after this Part comes into force.
- (5) This Part comes into force on proclamation.

4-22 Program Standards and Public Manuals

- (1) The Minister shall approve and publish Program Standards covering: case management ratios and escalation, time-to-placement targets, voucher issuance rules, wage-subsidy tapers, relocation grant scales, retention-bonus conditions, and clawback protocols
- (2) The Agency shall publish Provider and Employer Manuals aligning to the program standards within 120 days after Royal Assent and update them when regulations change.
- (3) In the event of inconsistency, the regulations prevail, following the Program Standards.

4-23 Digital, Privacy, and Algorithmic Safeguards

- (1) The Agency shall complete a Data Protection Impact Assessment for the SaskJobs digital platform and publish a non-technical summary.
- (2) No automated eligibility or ranking tool may be used as the sole basis for an adverse decision; applicants are entitled to human review and an explanation of material factors.
- (3) The Agency shall maintain audit logs for voucher/subsidy decisions for EQS calculations and may share logs with the Auditor or the Fair Work Authority, subject to privacy law.

- (4) The Agency shall not use brokered personal data and shall comply with applicable privacy laws.

4-24 Independent Evaluation

- (1) Within 24 months after this Part comes into force, and every three years thereafter, the Minister shall cause an independent evaluation of program effectiveness and equity outcomes to be conducted and tabled in the Assembly.
- (2) The evaluation must assess: time-to-placement, retention and wage uplift; impacts of Tier A/B groups; incidence of employer gaming; and cost-effectiveness of each instrument (vouchers, subsidies, grants, bonuses).

Part V - Saskatchewan Century Corps

5-1 Definitions

In This Part,

- (a) “Corporation” Means the Saskatchewan Century Corps established by section 5-2;
- (b) “Employee” means a person employed by the Corporation, including trainees, core members, and reservists;
- (c) “Minister” means the member of the Executive Council charge with the administration of this Part;
- (d) “Priority sector” means a sector prescribed by regulation; and
- (e) “Service Catalogue” means the list of services, role families, and rate classes published by the Corporation in accordance with section 5-7.

5-2 Establishment and Status

- (1) A corporation to be known as the Saskatchewan Century Corps is established.
- (2) The Corporation is a Crown corporation and an agent of the Crown.
- (3) The Corporation has the capacity and the rights, powers and privileges of a natural person for the purposes of carrying out its objects.
- (4) The Corporation is an employer for the purposes of the provincial labour relations and employment standards legislation.

5-3 Objects

The objects of the Corporation are to:

- (a) Provide stable public employment and on-the-job paid training in priority sectors;

- (b) Provide above average living wages;
- (c) Deliver services and works for ministries, Crown corporations, municipalities, and Indigenous governing bodies;
- (d) Create recognized pathways to industry credentials, apprenticeship hours and professional registration, without displacing licensing authorities;
- (e) Support a Just Transition to low-to-no-carbon, resilient and care economies
- (f) Maintain a reservist cadre deployable for declared emergencies; and
- (g) Respect and operationalize free, prior, and informed consent where projects affect Indigenous peoples, lands, and waters.

5-4 Governance

- (1) The Corporation shall be governed by a board of directors consisted of not fewer than 9 and not more than 21 directors appointed in accordance with regulations.
- (2) In making appointments, the Lieutenant Governor in Council shall ensure representation that includes:
 - Indigenous organizations;
 - Organized labour;
 - Municipalities or regional governments;
 - Crown/ministry client entities;
 - Education and training partners; and
 - Workplace health and safety expertise.
- (3) The board shall appoint a chief executive officer, with the concurrent of the Minister.
- (4) Directors' terms, qualifications, conflict-of-interest rules and remuneration shall be prescribed by regulation or Order in Council.

5-5 General Powers and Functions

- (1) The Corporation may:
 - (a) Enter into agreements with ministries, Crown corporations, municipalities, Indigenous governing bodies, co-operative, and private entities;
 - (b) Recruit, train, and employ employees in traineeship, core, and reservist programs proscribed by regulation;
 - (c) Issue certificates of completion for training pathways recognized by regulation;
 - (d) Recover costs for services delivered pursuant to agreements; and
 - (e) Do all things necessary or incidental to carrying out its objects
- (2) Nothing in this Part authorized the Corporation to confer professional licenses; licensing remains with the applicable statutory bodies.

5-6 Employment Standards

- (1) Paid Training: All training time of members is paid time
- (2) Minimum Hourly Floor: The Lieutenant Governor in Council shall, on or before commencement of this section, make a regulation prescribing a minimum hourly wage floor for employees of not less than \$30.00 in 2025 dollars, as indexed by the Consumer Price Index.
- (3) Hours and Overtime: The employment standards set out by Part II of this Act apply to the Corporation and its employees.
- (4) Nothing in this section limits the rights of employees to be represented by a union or to bargain a collective agreement that provides greater benefits.

5-7 Service Catalogue and Rate Cards

- (1) The Corporation shall publish and maintain a Services Catalogue and public Rate Cards setting out service categories, labour classifications, and charge-out policies, in accordance with the regulations.
- (2) The Corporation shall not undercut qualified private bidders that meet prescribed wage and benefit floors for comparable work, as set out in regulation.

5-8 Procurement Integration and Community Benefits

- (1) The Minister may, by directive, require ministries and Crown corporations to publish annual Statements of Work eligible for fulfillment by the Corporation.
- (2) Regulations may prescribe classes of procurements for which community-benefit and apprenticeship clauses are mandatory, including a minimum percentage of apprentice or trainee hours, with a portion reserved for members of the Corporation.
- (3) Directives and regulations under this section shall be implemented consistently with applicable trade obligations.

5-9 Indigenous Partnership and Free, Prior, and Informed Consent

- (1) Where a project may affect Indigenous rights or lands, the Corporation shall proceed only in accordance with applicable law and with the Consent Protocol made under the [[THE SASKATCHEWAN RECONCILIATION AND TREATY RENEWAL ACT]], including benefit, hiring, and training provisions agreed with the affected Indigenous governing body.
- (2) The Corporation shall report publicly on the number and nature of such agreements, subject to confidentiality protections prescribed by regulation.

5-10 Tuition Vouchers

- (1) A member who completes a period of honourable service prescribed by regulation is entitled to tuition vouchers as prescribed.
- (2) Regulations may determine voucher value, eligible programs and institutions, portability, application to outstanding student loans and anti-abuse safeguards.

5-11 Reservist Program

- (1) The Corporation shall establish and maintain a reservist program deployable for declared provincial emergencies, in accordance with the regulations.
- (2) Regulations may address retainer payments, refresher training, deployment conditions, job-protections, compensation during activation, and coordination with emergency management authorities.

5-12 Safety Screening and Training Standards

- (1) The Corporation shall comply with occupational health and safety statutes and with baseline safety, screening and vaccination requirements prescribed by regulation for designated role families.
- (2) The Minister may, by regulation, recognize specific training standards, credential frameworks, and apprenticeship crediting arrangements for the purposes of this Part.

5-13 Data, Transparency and Records

- (1) The Corporation shall publish, at least monthly, performance dashboards including indicators prescribed by regulation, which may include: outputs, completions, credential pass rates, safety performance, retention, northern and rural placements, unit costs.
- (2) Annual reports of the Corporation shall be tabled in the Legislative Assembly
- (3) The Corporation shall comply with the CodeShare Civics requirements made under the [[THE SASKATCHEWAN DEMOCRATIC RENEWAL ACT]] with respect to contracts, datasets, and KPIs

5-14 Financial Provisions

- (1) Money required for the purposes of this Part shall be paid out of moneys appropriated by the Legislature.

- (2) The Corporation may charge fees for services under agreements and shall deposit such revenues as directed by the Treasury Board policy.
- (3) The Corporation shall not borrow except as authorized by Order in Council.

5-15 Regulation-making Authority

The Lieutenant Governor in Council may make regulations:

- (a) prescribing priority sectors, streams and role families;
- (b) Respecting traineeship, core and reservist programs, including eligibility, terms, and progression;
- (c) Recognizing training standards, credential lists, and apprenticeship crediting;
- (d) Prescribing the content and publication of the Services Catalogue and rate cards;
- (e) Prescribing wage and benefit floors for the purpose of 5-7(2);
- (f) Prescribing procurement categories subject to community-benefit and apprenticeship clauses;
- (g) Respecting tuition vouchers, including eligibility, value, transfer and anti-abuse measures.
- (h) Prescribing safety, screening, and vaccination requirements;
- (i) Prescribing transparency inductors and publication cadence for section 5-13
- (j) Respecting board composition, appointment processes and terms; and
- (k) Generally, for carrying out the purposes and provisions of this Part.

5-16 Transitional and Commencement

- (1) On the coming into force of this Part, the Corporation is established.
- (2) The following provisions come into force on Royal Assent: Sections 5-1 to 5-4, 5-14 to 5-18
- (3) The following provisions come into force on a day or days to be fixed by proclamation, which shall be no later than 180 days after Royal Assent, unless extended by resolution of the Assembly: section 5-5 to 5-13
- (4) Before proclaiming sections 5-5 and 5-6, the Lieutenant Governor in Council shall make the regulations required by section 5-6(2).

5-17 Audit and Independent Review

- (1) The Provincial Auditor shall conduct an audit of the Corporation annually.
- (2) Within 24 months after the first proclamation under section 5-16(3), the Minister shall cause an independent review of this Part and the Corporation's performance to be tabled in the Assembly, including recommendations on whether to replace this Part with a stand-alone statute.

5-18 Duty to Introduce Stand-Alone Bill

- (1) The Government shall introduce a stand-alone Saskatchewan Century Corps Act within 12 months after Royal assent of this Part.
- (2) The Minister shall table progress reports in the Assembly at 90, 180, and 270 days after Royal Assent, outlining draft policy decisions, consultation status and expected introduction date.
- (3) If a bill described in subsection (1) is not introduced within 12 months, the Minister shall, within 15 days thereafter, table a statement of reasons and a revised timetable not exceeding a further 90 days.
- (4) Upon the coming into force of the stand-alone Act, this Part continues to apply to the extent of any consistency and all employees, agreements, assets and liabilities of the Corporation are deemed to be continued under the stand-alone Act, unless otherwise provided.

Part VI - Saskatchewan Co-operative Development Agency

DIVISION 1 - Establishment, Purpose, Principles and Mandate.

6-1 Purpose and Scope

The purpose of this Part is to:

- (a) Enable a province-wide, one-stop system that helps and enables people to start or convert to a co-operative;
- (b) Protect workers with a universal right-of-first-refusal on business sales and closures;
- (c) Favour co-operatives that meet living-wage and training standards in public procurement; and
- (d) Require the introduction of a stand-alone SCDA statute for comprehensive governance.

6-2 Definitions

In this Part,

- (a) “Agency” means the Saskatchewan Co-operative Development Agency (SCDA);

- (b) “business transfer” includes a sale of shares or assets, merger, lease, assignment, outsourcing of a business unit, relocation out of Saskatchewan, or wind-down/closure that materially affects employment;
- (c) “co-operative” has the meaning in provincial co-operatives legislation and includes worker, producer, consumer, multi-stakeholder, and Indigenous co-operatives;
- (d) “employee” includes dependent contractors;
- (e) “information pack” means the minimum disclosure under section 6-12;
- (f) “Right-of-First-Refusal” or “RFR” means the statutory right in section 6-10 to 6-18;
- (g) “fossil-fuel sector co-operatives” means a co-operative whose principle activity is upstream oil and gas extraction (NAICS 211), support activities (213), pipeline transportation (486), petroleum refining (324110), fossil-fired power generation (221112) or natural gas distribution (221210)

6-3 Establishment (Interim)

- (1) Within 60 days of Royal Assent, the Minister shall establish the Agency as an interim program unit of the Government of Saskatchewan to begin service delivery under this Part.
- (2) The Agency shall operate intake, guidance, finance brokering, training and shared services as enabled herein
- (3) The Minister may appoint an Interim Executive Director and designate employees necessary to carry out this Part.

6-4 Duty to Introduce Stand-Alone Act

- (1) The Government shall introduce a stand-alone Saskatchewan Co-operative Development Agency Act in the Assembly within 12 months of Royal Assent.
- (2) That Act shall address, at minimum, corporate status, board composition, audit, finance, and transfer of functions from the interim unit.
- (3) Until the stand-alone Act is in force, this Part governs.

6-5 Mandate of the Agency

The Agency shall:

- (a) Provide a one-stop, province-wide service to help people form new co-operatives or convert existing businesses to co-operatives;
- (b) Broker financing on a neutral-market basis, including arranging competitive offers from Credit Unions, banks, the Saskatchewan Financial Group (SFG), and other lenders;

- (c) Deliver navigator support, legal/governance templates, training and “A-Team technical assistance (consisting of no less than support for legal, accounting, HR, governance, market access);
- (d) Offer shared back-office services (payroll, bookkeeping benefits) to early-stage co-operatives on an opt-in, time-limited basis;
- (e) Publish public guidance and dashboards per section 6-9; and
- (f) Administer the Right-of-First-Refusal system in this Part.

6-6 Prohibition on fossil fuel sector co-operatives

The Agency shall not promote, finance, broker, incubate, or certify fossil fuel sector co-operatives. The Agency may provide alternative pathways and guides for clean-energy and low-carbon successor co-operatives.

6-7 Indigenous Co-operatives

- (1) The Agency shall maintain a dedicated Indigenous Co-ops Desk co-designed with Indigenous governing bodies.
- (2) Engagement and governance supports must align with FPIC and culturally grounded practices.
- (3) Nothing in this Part abrogates or derogates from the rights of Indigenous peoples.

6-8 Procurement preference

- (1) The Lieutenant Governor in Council may make regulations establishing procurement preferences or scoring for certified co-operatives that meet living-wage, training, and equity standards.
- (2) The Agency may issue or administer such certifications.
- (3) No regulation under this section shall reduce open competition or conflict with trade obligation; preferences must be transparent and criteria-based.

6-9 Transparency and Guidance

- (1) Within 90 days of Royal Assent the Agency shall publish:
 - (a) Co-ops 101 general guide; and
 - (b) At least 10 sector guides (e.g., café/restaurant, food retail, trades, care, logistics, digital services, agriculture, arts/culture, housing, professional services).
- (2) The Agency shall maintain a quarterly public dashboard reporting intakes, conversions, financing arranged, navigator wait times, and outcomes.

- (3) An annual report shall be tabled in the Assembly.

DIVISION 2 - Universal Right-Of-First-Refusal on Business Sales and Closures

6-10 Application and Anti-Avoidance

- (1) Section 6-11 to 6-18 apply to every business operating in Saskatchewan, regardless of size or sector, including Crown Corporations and publicly funded entities.
- (2) A business transfer structured to evade this Division is voidable. Substance prevails over form.

6-11 Notice of Intent

- (1) An employer proposing a business transfer shall post and deliver of Notice of Intent to Sell/Close to all affected employees and to the Agency at least 120 days before completing the transfer.
- (2) The Notice must identify the scope of the business unit affected and anticipated employment impact.

6-12 Information Packs

- (1) Within 10 days of the Notice, the employer shall provide to the Agency, under a confidentiality protocol, and information pack that includes at minimum:
 - (a) Three years of high-level financial statements or management accounts;
 - (b) Payroll summary and headcount by role
 - (c) Key contracts, leases, licenses and encumbrances
 - (d) Asset register (material assets)
 - (e) Customer/vendor concentration over threshold set by regulation;
 - (f) Compliance, tax and litigation status declarations; and
 - (g) Contact details for follow-up.
- (2) The Agency shall make the information reasonably available to employees and their advisors under NDA solely for the purpose of an employee co-op bid.
- (3) Time under section 6-13 is tolled until the minimum information is complete.

6-13 Exclusive Employee Bid Window

- (1) Employees have an exclusive 75 day window from receipt of a complete information pack to organize with the Agency and submit either:

- (a) A letter of intent and financing plan; or
- (b) A binding offer to purchase, including an earn-out if proposed.
- (2) During the exclusive window, the employer shall engage in good faith and may not enter into a transfer agreement with others.

6-14 Match Right

If the employer receives a bona fide third-party offer after the exclusive window, employees shall have a further 15 days to match on materially equivalent terms.

6-15 Financing and Neutral Brokerage

- (1) The Agency shall run a competitive finance process for employee bids, with at least Saskatchewan Financial Group and two other lender invited to submit offers.
- (2) The Government may, by regulation, and appropriation, establish a guarantee facility or loss-share to de-risk conversions; terms, caps, and premiums to be set by regulation.
- (3) The Agency shall remain lender-neutral and disclose any conflicts.

6-16 Anti-Reprisal

- (1) No person shall intimidate, dismiss, discipline, threaten, or otherwise penalize an employee in a co-op bid.
- (2) A contravention is an unfair labour practice and an offence under this Part.

6-17 Compliance Tools

- (1) The Agency may issue compliance directives and Administrative Monetary Penalties (AMPs) for failure to give notice, disclose information, respecting exclusivity, or refrain from reprisal.
- (2) Maximum AMP per contravention:
 - (a) Employers with <50 employees: up to \$50,000;
 - (b) Employers with >50 employees: up to \$500,000; plus up to \$25,000 per day for continuing non-compliance.
- (3) The Agency may apply to court for injunctive relief to preserve the status quo pending compliance.

6-18 Disputes and Appeals

- (1) The Minister may designate an Adjudicator or Tribunal to hear expedited disputes under this Division.
- (2) Decisions are subject to appeal or judicial review as provided by regulation.
- (3) Nothing prevents a party from applying to court for urgent relief.

DIVISION 3 - Services and Operations

6-19 Navigators and A-Teams

- (1) The Agency shall deploy “Co-op Navigators” to guide incorporations and conversions; standards caseloads, and service levels shall be prescribed by regulation.
- (2) The Agency may assemble technical “A-Teams” in law, accounting, governance, HR, and market access; fee schedules (if any) may be set by regulation.

6-20 Shared Services

The Agency may provide time-limited shared services to qualifying co-operatives (back office, payroll, group benefits) on cost-recovery terms set by regulation.

6-21 Neutral Finance Broker

The Agency shall act as a neutral broker when arranging financing and shall not, except as permitted by regulation, hold equity or exercise control in client co-operatives.

6-22 Education and Outreach

- (1) The Agency shall develop and distribute “Co-op 101” materials and sector-specific conversion kits.
- (2) Employers giving Notice under section 6-11 must distribute the Agency’s employee information package contemporaneously.

6-23 Coordination with other Parts

The Agency shall coordinate with Saskatchewan Jobs (Part IV), the Saskatchewan Century Corps (Part V), and the Saskatchewan Manufacturing Corporation (Part VII) to align training, apprenticeships, procurement, and pathways.

DIVISION 4 - Enforcement, Regulation, and Commencement

6-24 Offences

- (1) A person who knowingly provides false or misleading information in an information pack, or willfully obstructs the Agency, commits an offence and is liable on summary conviction to a fine not exceeding:
 - (a) \$100,000 for individuals; or
 - (b) \$1,000,000 for corporations.
- (2) AMPs under section 6-17 may be imposed in addition to, or instead of, prosecution, as regulations provide.

6-25 Regulations

The Lieutenant Governor in Council may make regulations:

- (a) Prescribing additional definitions, thresholds, exceptions, and timelines;
- (b) Prescribing information pack contents and confidentiality protocols;
- (c) Setting navigator standards, service levels and caseloads;
- (d) Establishing finance guarantee/loss-share terms, caps and premiums;
- (e) Establishing procurement preferences and certification schemes;
- (f) Prescribing AMP schedules, aggravating/mitigating factors, limitation periods and appeal routes;
- (g) Designating the Adjudicator/Tribunal and procedures;
- (h) Respecting annual reporting form and content;
- (i) Defining classes of co-operatives eligible for shared services;
- (j) Prescribing any matter necessary to carry out this part.

6-26 Appropriations

Money required for the purposes of this Part shall be paid out of money appropriated by the Legislature. The Minister may established special purpose accounts, including any guarantee fund authorized by regulation.

6-27 Coming into Force by Stages

- (1) Sections 6-3, 6-5 to 6-9, 6-19 to 6-23, 6-25, and 6-26 come into force on royal assent.
- (2) Sections 6-10 to 6-18 come into force on the 120th day after Royal Assent.
- (3) Section 6-4 is immediately operative on Royal assent.

6-28 Review

- (1) Within 24 months of Royal Assent, the Minister shall cause an independent review of this Part to be tabled in the Assembly, including recommendations on conversion rates, navigator performance, financing outcomes, and the effectiveness of the RFR.
- (2) Subsequent reviews shall occur at least every 5 years.

Part VII - Saskatchewan Manufacturing Corporation

7-1 Definitions

In this Part:

- (a) “Corporation” means the Saskatchewan Manufacturing Corporation established by section 7-2.
- (b) “Century Codes” means the performance standards and specifications prescribed under The 21st Century Communities Act or successor enactment;
- (c) “green manufacturing duty” means the mandatory environmental performance obligation set out in section 7-8;
- (d) “Minister” means the member of the Executive Council charged with the administration of this Part.

7-2 Establishment and Status

- (1) A corporation to be known as the Saskatchewan Manufacturing Corporation is established.
- (2) The Corporation is a Crown corporation and an agent of the Crown.
- (3) The Corporation has the capacity and the rights, powers, and privileges of a natural person for the purposes of carrying out its objects.
- (4) The Corporation is an employer for the purposes of provincial labour relations and employment standard legislation.

7-3 Objects

The objects of the Corporation are to:

- (a) Design, license, commission and operate factories in Saskatchewan that produce essential goods, beginning with industrialized housing, heat pump and hydronic systems, solar photovoltaic systems, battery storage, and other prescribed products;
- (b) Deliver products that comply with Century Codes and other prescribed performance standards and building codes;

- (c) Scale local manufacturing capacity by licensing best-available factory and product designs and transferring technology to Saskatchewan;
- (d) Integrate training and employment pathways with the Saskatchewan Century Corps (SCC) and Saskatchewan Jobs (SaskJobs);
- (e) Implement the green manufacturing duty to achieve world-leading environmental performance; and
- (f) Support public purpose projects through offtake agreements with ministries, Crown corporations, municipalities, and Indigenous governing bodies.

7-4 Governance

- (1) The Corporation shall be governed by a board of directors of not fewer than 7 and not more than 21 directors appointed in accordance with the regulations.
- (2) In making appointments, the Lieutenant Governor in Council shall consider representation from: Indigenous governing bodies; organized labour; municipalities or regional governments, client Crown/ministries; education and training partners' and workplace health and safety and environmental expertise.
- (3) The board shall appoint a chief executive officer with the concurrence of the Minister.
- (4) Directors' terms, qualifications, conflict-of-interest rules and remuneration shall be prescribed by regulation or Order in Council.

7-5 Powers and Functions

- (1) The Corporation may:
 - (a) Enter into offtake, licensing, supply, installation, service, and technology-transfer agreements;
 - (b) Site, construct, lease, purchase, and operate factories and staging depots;
 - (c) Publish and maintain product catalogues and rate cards;
 - (d) Recover costs and charge fees for products and services;
 - (e) Procure electricity, including renewable power purchase agreements;
 - (f) Conduct research, testing, and certification activities; and
 - (g) Do all things necessary or incidental to carrying out its objects.
- (2) Nothing in this Part authorized the Corporation to confer professional licenses; licensing remains with the applicable statutory bodies.

7-6 Workforce and Labour Standards

- (1) All training time for employees of the Corporation is paid time.

- (2) The Corporation shall pay employees not less than the hourly floor and meet or exceed employment standards set out in Part II of this Act.
- (3) The Corporation shall allocate not less than 33% apprenticeship hours on factory floors and installation crews, with the first half of all apprentice seats offered first to SCC trainees as prescribed.
- (4) Nothing in this section limits collective bargaining or union representation providing greater benefits.

7-7 Product Catalog, Services, and Rate Cards

- (1) Within 12 months of this Part coming into force, the Corporation shall publish an initial product catalog and rate cards covering at minimum:
 - (a) Standardized modular housing typologies aligned to the Saskatchewan Housing Design Book;
 - (b) Heat-pump and hydronic plat-room kits and residential / commercial retrofit packages
 - (c) Solar PV kits and racking systems; and
 - (d) Stationary, fire safe, battery packs and containerize storage systems.
- (2) Catalogs and rate cards shall be reviewed and updated at least annually.
- (3) The Corporation shall not undercut qualified bidders that meet prescribed wage and benefit floors for comparable work, as set out in regulation.
- (4) The Corporation shall comply with CodeShare Civics publication requirements for catalogs, rate cards, contracts and datasets, subject to protection of proprietary and personal information as prescribed.

7-8 Green Manufacturing Duty

- (1) The Corporation shall plan, build, and operate factories to best achieve best-available environmental performance. Without limiting the generality of the foregoing the Corporation shall:
 - (a) Renewable Electricity: Achieve 100% renewable electricity for factory operations (scope 2) within 48 months of this Part coming into force, with interim milestones and verification prescribed by regulation;
 - (b) Process Heat and Fuels: Prioritize electrification and other non-fossil heat. New fossil-fired process-heat equipment is prohibited unless no technically or economically feasible alternative exists, as determined under regulation. Where permitted the Corporation shall implement best-available emissions controls, updated every three (3) years, including carbon capture where technically and economically feasible, on a timeline prescribed;

- (c) Near-Zero Materials: Prefer and, where prescribed, require near zero steel and other low embodied-carbon materials meeting thresholds set by regulation.
- (d) Life-Cycle Assessments: Produce and publish Type III Environmental Product Declarations or equivalent life-cycle disclosures for major products within timelines prescribed.
- (e) Material Passports: all materials used must come with a material passport and accurate logging/tracking of materials used in each product. A materials passport copy must be given with every product sold.
- (f) Energy and Environmental Management: Implement and certify ISO 50001 (energy management) and ISO 14001 (environmental management) systems for each factory within 24 months;
- (g) Waste, Water, and Air: Meet or exceed prescribed waste-diversion, industrial wastewater and air emissions performance standards, including continuous improvement targets set by regulation; and
- (h) Continuous Improvement: File and publish a Green Factory Transition Plan within 180 days of this Part coming into force, updated annually, showing progress to targets under paragraphs (a) to (g)
- (2) The Minister may, by regulation, set, vary, or accelerate targets, verification methods, and compliance pathways under this section.
- (3) The Corporation shall publicly report on Scope 1 and Scope 2 greenhouse gas emissions quarterly and Scope 3 as prescribed, via CodeShare Civics.

7-9 Ethical Sourcing and Supply Chain Due Diligence

- (1) The Corporation shall implement an ethical-sourcing program consistent with the OECD Due Diligence Guidance for Responsible Supply Chains, including:
 - (a) A supplier code of conduct prohibiting forced or child labour and severe environmental harm;
 - (b) Audit and traceability requirements for prescribed high-risk inputs; and
 - (c) Debarment and corrective-active mechanisms.
- (2) For stationary battery products, the Corporation shall, where feasible, prefer cobalt-free chemistries (e.g., LFP) or otherwise demonstrate responsible mineral sourcing as prescribed.
- (3) The Lieutenant Governor in Council may prescribe additional supply-chain requirements and product-specific attestations.

7-10 Procurement Integration and Offtake

- (1) The Minister may, by directive authorize ministries and Crown corporations to enter master off take agreements with the Corporation for catalog products and standardization specifications.
- (2) Regulations may prescribe classes of procurements requiring community-benefit and apprenticeship clauses, and may authorize standardized specification purchasing for Century Codes-compliant products.
- (3) Directives and regulations under this section shall be implemented consistently with applicable trade obligations.

7-11 Indigenous Partnership and Free, Prior, and Informed Consent

- (1) Where a project may affect Indigenous rights, lands, or waters, the Corporation shall proceed only in accordance with applicable law and the Consent Protocol made under the Saskatchewan Reconciliation and Treaty Renewal Act, including benefit, hiring and training provisions agreed with the affected Indigenous governing body.
- (2) The Corporation shall report publicly on the number and nature of such agreements, subject to confidentiality protections prescribed by regulation.

7-12 Timelines and Initial Priorities

- (1) FAB-1 (Modular Housing): The Corporation shall license or otherwise secure a modular-housing factory design and commence commissioning within 24 months of this Part coming into force.
- (2) The Corporation shall prioritize product lines that directly support Century Codes and public-sector demand, including heat-pumps/hydronics, solar PV, and battery storage, according to timelines set by regulation.
- (3) The board shall table with the Minister, within 120 days, a three-year implementation plan with milestones for siting, staffing, product rollout and green manufacturing duty.

7-13 Transparency, Data, and Reporting

- (1) The Corporation shall publish monthly performance dashboards including indicators prescribed by regulation, which may include factory throughput; defect and warranty rates; apprenticeship hours, product energy performance; embodied-carbon intensity; renewable electricity-share; and Scope 1-2 emissions.
- (2) The Corporation shall table an annual report in the Legislative Assembly.
- (3) The Corporation shall comply with CodeShare Civics requirements with respect to contracts, datasets, APIs, and KPIs.

7-14 Financial Provisions

- (1) Money required for the purposes of this Part shall be paid out of the moneys appropriated by the Legislature.
- (2) The Corporation may enter into renewable power purchase agreements and other financing instruments as prescribed.
- (3) The Corporation shall not borrow except as authorized by Order in Council.

7-15 Regulation-Making Authority

The Lieutenant Governor in Council may make regulations:

- (a) Prescribing product lines, factory phases and technical standards, including alignment with Century Codes;
- (b) Setting embodied-carbon thresholds and defining “near-zero material”;
- (c) Prescribing targets, verification, and compliance methods for the green-manufacturing duty;
- (d) Prescribing ethical-sourcing and supply-chain due-diligence requirements and audit mechanisms;
- (e) Prescribing apprenticeship hour minima, SCC integration and workforce standards;
- (f) Prescribing content and cadence for product catalogues, rate cards and dashboards;
- (g) Prescribing procurement categories, standardized specifications and community-benefit clauses;
- (h) Prescribing transparency indicators and publication requirements under CodeShare Civics;
- (i) Respecting board composition, appointment processes and terms; and
- (j) Generally, for carrying out the purposes and provisions of this Part.

7-16 Transitional and Commencement

- (1) On the coming into force of this Part, the Corporation is established.
- (2) Section 7-7 to 7-13 come into force on a day or days to be fixed by proclamation.