



# What's New in HR Law

## Minimum Wage Rates Across Canada to Increase on October 1, 2022

September 30, 2022 | By [Cassandra Ma](#)

### Bottom Line

Effective October 1, 2022, the minimum wage rates in Ontario, Manitoba, New Brunswick, Newfoundland & Labrador, Nova Scotia, and Saskatchewan will be subject to increases. This article summarizes the forthcoming changes across each of these jurisdictions.

### Ontario

[As we reported on April 5, 2022](#), Ontario's *Employment Standards Act, 2000*, S.O. 2000, c. 41, will be amended on October 1, 2022, to reflect the following new minimum wage rates:

Employee Class	Current Minimum Wage Rate	Minimum Wage Rate Effective October 2022
Employees who are students under 18 years of age, if the student's weekly hours do not exceed 28 hours or if the student is employed during a holiday	\$14.10 per hour	\$14.60 per hour

*This article is for the purposes of only general information and does not constitute legal advice or opinion.*

Employee Class	Current Minimum Wage Rate	Minimum Wage Rate Effective October 2022
Hunting, fishing, and wilderness guides	<p>\$75.00 per day, when working less than five consecutive hours in a day</p> <p>\$150.05 per day, when working five or more hours in a day</p>	<p>\$77.60 per day, when working less than five consecutive hours in a day</p> <p>\$155.25 per day, when working five or more hours in a day</p>
Employees who are homeworkers	\$16.50 per hour	\$17.05 per hour
Any other employees (i.e., the general minimum wage rate)	\$15.00 per hour	\$15.50 per hour

## Manitoba

Effective October 1, 2022, the hourly minimum wage rate under *The Employment Standards Code*, C.C.S.M. c. E110, will increase from \$11.95 to \$13.50. This increase was announced by the Premier of Manitoba on August 18, 2022.

Two further increases to the provincial minimum wage rate are scheduled for the coming months:

- On April 1, 2023, the hourly minimum wage rate will be raised by 65 cents to \$14.15.
- On October 1, 2023, the minimum wage rate will be adjusted in accordance with changes to the Consumer Price Index. This adjustment is anticipated to bring Manitoba's statutory minimum wage rate to approximately \$15.00 per hour.

## New Brunswick

On October 1, 2022, the minimum wage rate under New Brunswick's Minimum Wage regulation (N.B. Reg. 2022-15) will be raised to \$13.75 per hour. Conjunctively, the minimum overtime wage rate will become \$20.63 per hour. For non-commission employees whose weekly hours of work are unverifiable, the minimum wage rate will become \$605 per week.

This development marks the second increase to New Brunswick's minimum wage rate during the 2022 calendar year. On April 1, 2022, the provincial minimum wage rate was increased from \$11.75 per hour to \$12.75 per hour. At the same time, the minimum overtime wage rate was raised to \$19.13 per hour and the weekly minimum wage rate for non-commission employees with unverifiable hours was raised to \$561.

## Newfoundland & Labrador

On October 1, 2022, Newfoundland & Labrador's hourly minimum wage rate will increase from \$13.20 to \$13.70. The new minimum wage rate was announced by the Government of Newfoundland & Labrador on May 26, 2022, following a report by the province's Minimum Wage Review Committee.

Over the next 12 months, the provincial minimum wage rate will be gradually increased to \$15.00 per hour, in the following phases:

- On April 1, 2023, the hourly minimum wage rate will be raised by 80 cents to \$14.50.
- On October 1, 2023, the hourly minimum wage rate will be raised by 50 cents to \$15.00.

The Government of Newfoundland & Labrador has implemented a Transitional Support for Small Businesses program to assist smaller employers with paying increased wages. Employers with 20 or less employees may receive up to \$0.50 per hour for all hours worked by employees at the minimum wage rate between October 1, 2022, and September 30, 2023. The maximum benefit payable under the program is \$20,800. Applications for program benefits must be submitted by December 1, 2022.

## Nova Scotia

As of October 1, 2022, the minimum wage rate for most employees in Nova Scotia will be \$13.60 per hour. This change reflects a wage increase of 25 cents per hour.

Further increases have been scheduled over the next 18 months, with the aim of eventually bringing the provincial minimum wage rate to \$15.00 per hour:

- On April 1, 2023, the hourly minimum wage rate will be raised to \$14.30.
- On October 1, 2023, the hourly minimum wage rate will be raised to \$14.65.
- On April 1, 2024, the hourly minimum wage rate will be raised to \$15.00.

The scheduled increases arise from N.S. Reg. 19/2022, which will amend the province's *Minimum Wage Order (General)* (N.S. Reg. 5/1999, Sch. A), *Minimum Wage Order (Construction and Property Maintenance)* (N.S. Reg. 202/2003), and *Minimum Wage Order (Logging and Forest Operations)* (N.S. Reg. 5/1999, Sch. C).

## Saskatchewan

Effective October 1, 2022, Saskatchewan's provincial minimum wage rate will increase from \$11.81 per hour to \$13.00 per hour. The Saskatchewan Government had previously announced this development on May 3, 2022.

Two more increases to the minimum wage rate have been scheduled:

- On October 1, 2023, the minimum wage rate will increase to \$14.00 per hour.
- On October 1, 2024, the minimum wage rate will increase to \$15.00 per hour.

## Check the Box

Employers should review their existing employment contracts, collective agreements, and payroll systems to ensure that employees' pay rates will be consistent with the new minimum wage rates. Similar reviews should be undertaken over the upcoming year when further minimum wage increases are scheduled to take effect.

Employers should also keep in mind that some groups of employees may be exempt from the statutory minimum wage requirements or be subject to differently calculated rates of pay (e.g., employees paid by piecework, homeworkers, loggers, etc.). The rules applicable to these employee groups should be closely reviewed and any adjustments should be made as necessary.

## Need More Information?

For more information about this development, contact your regular lawyer at the firm.



**Toronto**  
Bay Adelaide Centre  
333 Bay Street  
Suite 2500, PO Box 44  
Toronto, Ontario M5H 2R2  
tel: 416.408.3221  
fax: 416.408.4814  
[toronto@filion.on.ca](mailto:toronto@filion.on.ca)

**London**  
252 Pall Mall Street, Suite 100  
London, Ontario N6A 5P6  
tel: 519.433.7270  
fax: 519.433.4453  
[london@filion.on.ca](mailto:london@filion.on.ca)

**Hamilton**  
1 King Street West  
Suite 1201, Box 57030  
Hamilton, Ontario L8P 4W9  
tel: 905.526.8904  
fax: 905.577.0805  
[hamilton@filion.on.ca](mailto:hamilton@filion.on.ca)

**Kitchener-Waterloo**  
137 Glasgow Street  
Suite 210, Office 175  
Kitchener, Ontario N2G 4X8  
tel: 519.433.7270  
fax: 519.433.4453  
[kitchener-waterloo@filion.on.ca](mailto:kitchener-waterloo@filion.on.ca)