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MINIMUM WAGE

This bulletin has been prepared to provide Restaurants Canada members with our expectations for minimum wage increases to assist you with your budgeting and planning for this year. It provides a quick province-by-province opinion and has been prepared by Restaurants Canada's regional vice presidents, who lobby extensively on this issue.

Provincial Activities

NOVA SCOTIA

As of April 1, 2019 the minimum hourly wage is \$11.55. Minimum wage for inexperienced workers (those with less than three months' experience in their area of work) is \$11.05 per hour.

The minimum wage will increase to \$12.55 on April 1, 2020, at which time the differential for inexperienced workers will also be eliminated, as well as the partial hour rule for minimum wage workers.

NEW BRUNSWICK

As of April 1, 2019 the minimum hourly wage is \$11.50.

The minimum wage is currently under review but is expected to increase by 30 cents on April 1, 2020.

NEWFOUNDLAND AND LABRADOR

As of April 1, 2019 the minimum hourly wage is \$11.40. Minimum wage applies to workers who are 16 years of age or older.

Regulation requires that minimum wage increases match national CPI, which should mean the wage will increase to \$11.65. The province's minimum wage review committee is currently undertaking a review of a proposed increase that is expected to be more than CPI, however there is no certainty at this time. Once announced, the new minimum wage should come into effect on April 1, 2020.

PRINCE EDWARD ISLAND

As of April 1, 2019 the minimum hourly wage on P.E.I. is \$12.25.

The minimum wage will increase to \$12.85 on April 1, 2020.

QUEBEC

As of May 1, 2019 the general minimum hourly wage in Quebec is \$12.50 and the minimum hourly wage for tipped workers is \$10.05.

The following minimum wage increases are scheduled to take effect on May 1, 2020:

| General | Tipped Workers |
|----------------|-----------------------|
| \$13.10 | \$10.45 |

Quebec minimum wage continues to be half of the provincial average wage. At this time, there is no reason to believe the formula for increasing the minimum wage will change in the short term.

The Quebec Minister of Labour is mandated by law to announce the province's new minimum wage (which comes into force on May 1 each year) at least three months in advance. This announcement has traditionally been delivered during the third week of January. This year, however, the new minimum wage was announced mid-December and we expect this will continue to be the case in upcoming years.

ONTARIO

As of Jan. 1, 2018 minimum hourly wage rates in Ontario are as follows:

| General | Students | Liquor Servers |
|----------------|-----------------|-----------------------|
| \$14.00 | \$13.15 | \$12.20 |

These minimum wage rates will be upheld until October 2020, at which time increases will be tied to inflation.

MANITOBA

As of Oct. 1, 2019 the minimum hourly wage is \$11.65.

Minimum wage is tied to the provincial CPI, and therefore we anticipate a 2 per cent increase that will take effect on Oct. 1, 2020.

SASKATCHEWAN

As of Oct. 1, 2019 the minimum hourly wage is \$11.32.

Minimum wage is tied to the provincial CPI and average weekly wage increases from the previous year. Saskatchewan can expect an increase to roughly \$11.50 based on the formula. The announcement of the 2020 minimum wage will be announced in June and implemented in October.

ALBERTA

As of Oct. 1, 2018 the general minimum hourly wage is \$15.00.

The government has no plans to increase the general minimum hourly wage until the provincial economy improves and the minimum wage rates in other provinces catch up.

In 2019 the Alberta government also implemented a new ***Student Job Creation Wage of \$13.00/hour***. No changes to this differential rate are anticipated in 2020.

In 2020 there is also a possibility of the government re-introducing a liquor server wage once the Minimum Wage Expert Panel, which includes representation from Restaurants Canada, makes its recommendations to the Labour Minister. Restaurants Canada anticipates that if a new liquor server wage is implemented it will be between \$13-\$14/hour. Any changes would likely be announced in late spring for possible implementation on June 1, 2020.

**BRITISH
COLUMBIA**

As of June 1, 2019 the general minimum hourly wage is \$13.85 and the liquor server wage is \$12.70.

As per the already announced minimum wage increase schedule, British Columbia's minimum wage will increase to the following hourly rates on June 1, 2020:

| General | Liquor Servers |
|----------------|-----------------------|
| \$14.60 | \$13.95 |

Following the same announced schedule of minimum wages increases, the following hourly rates are expected to take effect on June 1, 2021, reflecting that the liquor server wage will be eliminated:

| General | Liquor Servers |
|----------------|-----------------------|
| \$15.20 | \$15.20 |

YUKON

As of April 1, 2019, the minimum hourly wage is \$12.71.

On April 1 of each year, the minimum wage is adjusted based on the previous calendar year's CPI for the city of Whitehorse.

N.W.T.

On April 1, 2018 the minimum hourly wage is \$13.46.

If past increases are an indication, an increase may be expected this year.

NUNAVUT

As of April 1, 2016 the minimum hourly wage is \$13.00.

Timing for any future increases is currently unknown.