

## If you are not paid on an hourly basis

If your employer does not pay you on an hourly basis, you must receive at least the equivalent of the minimum wage.

Where the basis of your pay is not time (for example, you may be paid an annual salary or in accordance with a mileage rate), the Minister of Labour may fix a rate that is equivalent to at least the minimum wage. This rate is determined by dividing the amount of salary you received (excluding any vacation pay, general holiday pay, and overtime pay) by the number of hours worked you performed.

## Reporting to work at the call of your employer

If you report to work at the call of your employer, you must receive wages for at least 3 hours at your regular rate of wages. This applies whether or not your employer asks you to do any work after reporting to work.

## Exemptions for apprentices and employees receiving room and/or board

If you are registered under and paid according to a provincial apprenticeship act, your employer is exempt from the application of the minimum wage.

If your employer provides you with room and/or board, and you accept that arrangement, your employer may reduce your wages below minimum wage. Your employer cannot reduce your wages more than:

- 50 cents, for each meal, and
- 60 cents, per day, for living quarters

## Getting paid for work

Your employer must pay your wages on the regular payday established.

## Annual federal minimum wage adjustment

The federal minimum wage may increase to account for inflation. Increases to the federal minimum wage are based on [Canada's Consumer Price Index](#) for the previous calendar year, as published by Statistics Canada.

- Effective April 1, 2022, the federal minimum wage is set at \$15.55 per hour.
- Effective April 1, 2023, **the federal minimum wage is set at \$16.65 per hour.**

## Employees under 18 years of age

If you are under the age of 18, you may work if:

- you are not required by provincial law to attend school
- your work is not likely to endanger your health or safety
- you are not required to work underground in a mine or in employment prohibited for young workers under the following:
  - [Explosives Regulations, 2013](#)
  - [Nuclear Safety and Control Act and Regulations](#), or
  - [Canada Shipping Act, 2001](#), and
- you are not required to work between 11 p.m. on one day and 6 a.m. the next day



**Note:** On June 12, 2023, the [Canada Labour Code, Part III](#) (Code) and the [Canada Labour Standards Regulations](#) were amended to raise the minimum age of employment from 17 to 18.

However, a transitional provision set in the Code allows employees who are 17 years of age prior to June 12, 2023, to be considered as if they are 18 years of age, and may keep their employment if they:

- remain employed by the same employer, and
- remain in the same position