



New Changes to the Employment Act Now in Effect - January 1, 2026

Major amendments to Saskatchewan's Employment Act took effect January 1, 2026, introducing new worker protections and employer flexibility, including rules against withholding tips, extended sick and bereavement leave (including for pregnancy loss), limits on sick note requests, increased group termination notice thresholds, and the ability to use calendar days for scheduling/overtime, all aiming to balance fairness with operational needs.

Here's a breakdown of key changes:

For Employees (Enhanced Protections)

- **Tips:** Employers can no longer withhold or deduct tips; they can establish pooling arrangements.
- **Sick Leave:** Extended to align with federal EI, offering up to 27 weeks, and new provisions for pregnancy loss leave.
- **Bereavement Leave:** Expanded to cover any close relative and can be taken within six months of the death or loss.
- **Sick Notes:** Restrictions placed on when employers can demand a doctor's note (e.g., after 5 consecutive days or twice in 12 months).
- **Discrimination:** Director of Employment Standards can order reinstatement and lost wages for discriminatory actions.

For Employers (Increased Flexibility)

- **Scheduling/Overtime:** Can use a calendar day instead of 24 consecutive hours for scheduling/overtime.
- **Group Terminations:** Threshold raised from 10 to 25 employees for mandatory notice.

- **Wage Deductions:** Clarified rules for deductions like salary advances, training, and housing.
- **Work Schedules:** Can apply for variances for meal breaks/schedule notices with employee consent.

Other Key Changes

- **Review Cycle:** Reduced from 5 years to 10 years for reviewing parts of the Act.
- **Terminology:** Updated "miscarriage or stillbirth" to "loss of pregnancy".

These changes aim to provide greater clarity, support workers, and offer employers more operational flexibility, as detailed in [this government fact sheet](#) .