

The Saskatchewan Chamber of Commerce was the first business advocacy organization to lobby the Government of Saskatchewan in condensing employment legislation into a single act. Before, there were endless ways that an employee could file grievances with their employers, tying up resources through repetitive appeal processes.

Through our efforts there are now considerably fewer. Employers now don't have to waste resources fighting redundant appeals. By bringing this proposal forward, the Chamber triggered the largest renewal of labour legislation in the province's history.

This renewal resulted in the introduction of the Saskatchewan Employment Act, a single piece of legislation that consolidated 12 previously existing Acts.

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SASKATCHEWAN  
CHAMBER of COMMERCE

# Employment Code

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**"The changes to the Employment Code have updated numerous pieces of employment and labour relations legislation to reflect the changing labour and employment landscape in Saskatchewan, as well as modernized the language in the legislation and regulations."**

**Dave Dutchak**  
President & CEO, MD Ambulance Care Ltd.

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# ***Employment Code***

## **Background**

Under previous legislation, it was expensive, time consuming, and an excessive use of resources for businesses to navigate the various pieces of legislation.

The duplication of process and lack of clarity about which piece or pieces of legislation applied meant employers spent an unnecessary amount of time determining appropriate processes and/or unknowingly failed to follow requirements.

Additionally 'forum shopping', having a single dispute heard and evaluated by numerous third party dispute resolution bodies, was an ongoing issue.

To resolve these issues the Saskatchewan Chamber proposed that the government combine all employment related legislation into a single Act. Heeding the Chamber's advice, the government introduced the Saskatchewan Employment Act. This Act consolidates 12 disparate pieces of labour legislation in an attempt to bring clarity, transparency, balance, and simplification to the employment relationship.

The Acts being modernized under into the Employment Act include:

- The Assignment of Wages Act
- The Building Trades Protection Act
- The Construction Industry Labour Relations Act, 1992
- The Employment Agencies Act
- The Fire Departments Platoon Act
- The Health Labour Relations Reorganization Act
- The Labour-Management Dispute (Temporary Provisions) Act
- The Labour Standards Act
- The Occupational Health and Safety Act 1993 The Occupational Health and Safety Act, 1993
- The Radiation Health and Safety Act, 1985
- The Trade Union Act
- The Wages Recovery Act

## **Saskatchewan Chamber's Steps Toward Success**

- As per the SCC's recommendation the Province created a unifying piece of labour and employment legislation.
- The SCC's active lobby led to a simplification of the employment/labour-related tribunals/dispute resolutions processes.
- Representing our members' interests, the SCC will be actively engaged in the upcoming consultations on the Occupational Health and Safety Regulations under the Saskatchewan Employment Act.