

SUBJECT	LEGAL CHANGE	ACTION REQUIRED
<b>Minimum wage</b>		
<b>No increase in minimum hourly pay rate</b>	Contrary to prior legislation, the minimum wage will not increase in 2019, and will remain at \$14 per hour. Effective date: January 1, 2019.	No action required but be aware of the hourly rate.
<b>Family</b>		
<b>New leave entitlements to be introduced</b>	Personal emergency leave will be replaced with three separate types of leave: (1) 3 days' sick leave; (2) 2 days' bereavement leave; and (3) 3 days' family responsibility leave. Effective date: January 1, 2019.	(1) Review and update policies and procedures, and check contracts and other employment documentation to ensure they are compliant. (2) Ensure HR are familiar with the new entitlements.
<b>Equal pay</b>		
<b>Ability to apply different wage rates according to employment status</b>	Employers are no longer prohibited from paying employees different wage rates based on their employment status (e.g. part-time, seasonal, or casual employees). Effective date: January 1, 2019.	Become familiar with the new rules.
<b>Hours and pay</b>		
<b>Certain "on-call" workers to be paid for time spent "available for work"</b>	Employees regularly working more than 3 hours a day, and who must present themselves for work but who work less than three hours, despite being available to work longer, are entitled to be paid 3 hours' wages. Effective date: January 1, 2019.	Become familiar with the new rules if relevant to your business and ensure payment is made.

This is a high level general update only. Legal advice should be obtained on specific circumstances.