

New Minimum Wage for Employees in Ontario

October 1, 2020

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Effective October 1, 2020, the general minimum wage for employees in Ontario increased by 25 cents, to \$14.25 per hour. This is the first time the minimum wage has increased since January 2018. Under the *Making Ontario Open for Business Act*, this increase is tied to the Ontario Consumer Price Index (CPI) for 2020 (i.e. the inflation rate).

The minimum wage rate is the lowest amount, per hour, that an employer must pay an employee, pursuant to the Ontario *Employment Standards Act, 2000*.

Below are summaries of the minimum wage rates in Ontario for various types of employees and the general minimum wage rate for each of the provinces and territories.

Minimum Wage Rates for Employees in Ontario

Minimum wage rate	Rates from October 1, 2017 to December 31, 2017	Rates from January 1, 2018 to September 30, 2020	Rates from October 1, 2020 to September 30, 2021
General minimum wage	\$11.60 per hour	\$14.00 per hour	\$14.25 per hour
Student minimum wage	\$10.90 per hour	\$13.15 per hour	\$13.40 per hour
Liquor servers minimum wage	\$10.10 per hour	\$12.20 per hour	\$12.45 per hour
Hunting and fishing guides minimum wage	<p>\$58.00 Rate for working less than five consecutive hours in a day</p> <p>\$116.00 Rate for working five or more hours in a day whether or not the hours are consecutive</p>	<p>\$70.00 Rate for working less than five consecutive hours in a day</p> <p>\$140.00 Rate for working five or more hours in a day whether or not the hours are consecutive</p>	<p>\$71.30 Rate for working less than five consecutive hours in a day</p> <p>\$142.60 Rate for working five or more hours in a day whether or not the hours are consecutive</p>
Homeworkers wage	\$12.80 per hour	\$15.40 per hour	\$15.70 per hour
Wilderness guides minimum wage	N/A	<p>Rates from June 3, 2019 to September 30, 2020:</p> <p>\$70.00 Rate for working less than five consecutive hours in a day</p> <p>\$140.00 Rate for working five or more hours in a day whether or not the hours are consecutive</p>	<p>\$71.30 Rate for working less than five consecutive hours in a day</p> <p>\$142.60 Rate for working five or more hours in a day whether or not the hours are consecutive</p>

Minimum Wage Rates Across Canada

Province	Minimum Hourly Wage	Notes
Alberta	\$15.00	Effective as of October 1, 2018
British Columbia	\$14.60	The minimum wage will increase to \$15.20 on June 1, 2021.
Manitoba	\$11.90	Effective as of October 1, 2020. The minimum wage is adjusted annually on October 1 st based on the CPI.
New Brunswick	\$11.70	The minimum wage is adjusted annually on April 1 st based on the CPI.
Newfoundland and Labrador	\$12.15	Effective as of October 1, 2020.
Northwest Territories	\$13.46	Effective as of April 1, 2018. The regulation in NWT does not specify that there must be an annual increase.
Nova Scotia	\$12.55	Effective as of April 1, 2020. The minimum wage will increase to \$13.10 on April 1, 2021. The calculation for the base wage will return to the CPI formula on April 1, 2022.
Nunavut	\$16.00	Effective as of April 1, 2020. The minimum wage is reviewed annually on April 1 st .
Ontario	\$14.25	Effective as of October 1, 2020
Quebec	\$13.10	Effective as of May 1, 2020
Saskatchewan	\$11.32	Effective as of October 1, 2019. The minimum wage will increase to \$11.45 on October 1, 2020. The minimum wage is adjusted on October 1 st of each year relative to the CPI.
Yukon	\$13.71	Effective as of April 1, 2020. The minimum wage is adjusted April 1 st of each year relative to the CPI.

The information and comments herein are for the general information of the reader and are not intended as advice or opinion to be relied upon in relation to any particular circumstances. For particular application of the law to specific situations, the reader should seek professional advice.

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