

## What is Minimum Wage?

The minimum wage is the lowest amount, per hour, that employees must be paid by their employers for work in Manitoba.

## What is the minimum wage?

Minimum wage is \$11.90 per hour effective October 1, 2020.

## Do employers need to give employees pay raises?

Employers decide if and when employees receive pay raises. There is no requirement for employers to increase employees' wages, regardless of how long employees work for them.

Employees must be paid at least minimum wage. When minimum wage increases, some employees' wages will go up to ensure they are making the new minimum wage.

## Must everyone earn at least minimum wage?

Yes. All employees must receive minimum wage unless they are not covered by provincial employment standards or are excluded from the legislation. Some groups of employees who are excluded from minimum wage are:

- Domestic workers who work less than 12 hours a week
- In an approved provincial or federal training program
- Election officials, enumerators and any other temporary person appointed under *The Elections Act*.

## Does minimum wage apply in construction?

The minimum wage applies in residential construction and building maintenance. There are separate minimum wage rules for the heavy construction sector and the industrial, commercial and institutional (ICI) sectors of the construction industry. More information on the construction industry can be found on these pages: [Construction Industry](#), [Heavy Wage Schedule](#) and [ICI Wage Schedule](#).

## **Does minimum wage apply to students and part-time employees?**

The minimum wage applies equally to all employees regardless of age or the number of hours they work. There are restrictions on the type of work people under 18 years of age can do. See the [Young Employees](#) page for more information.

## **Does minimum wage apply to employees paid by incentive?**

Yes. Employees who are paid incentives, like commission salespeople or flat rate mechanics, must earn at least minimum wage in each pay period. Employers must top up or add wages when an employee has not earned at least minimum wage in each pay period.

## **Are employees, who are paid minimum wage, entitled to overtime?**

Employees who work overtime are entitled to be paid at 1 ½ times their regular wages for all overtime hours worked. More information on calculating overtime can be found on the [Overtime](#) page.

## **How often must employees be paid?**

Employees must be paid at least twice a month and within 10 business days of the end of a pay period.

## **Must the length of shifts be at least a certain amount of time?**

No. Employers control schedules and can set shifts that are best for their businesses. Sometimes very short shifts are needed. Once employees report to work, there are some protections for cancelling or shortening shifts. See the [Wages for Reporting for Work](#) page for more details.

## **Can employers deduct the costs of employees' room and meals from wages?**

Yes. The cost for room and meals can be deducted if employees actually receive the meals and occupy the rooms. These deductions cannot take an employee below minimum wage in a pay period by more than \$1 for each meal and \$7 per week for the room. More information can be found on the [Deductions](#) page.

## **For more information contact Employment Standards:**

Phone: 204-945-3352 or toll free in Canada 1-800-821-4307

Fax: 204-948-3046

Website: [www.manitoba.ca/labour/standards](http://www.manitoba.ca/labour/standards)

This is a general overview and the information used is subject to change. For detailed information, please refer to current legislation including The Employment Standards Code, The Construction Industry Wages Act , The Worker Recruitment and Protection Act, or contact Employment Standards.

**Available in alternate formats  
upon request.**

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