

# Federal Labour Standards & Frontier Supply Chain Solutions Inc.

February 2023

# Frontier is a federally regulated employer...

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- A portion of our business focuses on cross border and inter-provincial transportation which is regulated federally in Canada.
- Our own employees and assets complete the work.... Not contracted to third party carriers etc.
- Labour Compliance is with Federal Canada Labour Code and not Provincial employment standards guidelines in province where you work.
- Differences in minimum protections for workers:
  - vacation entitlements,
  - sick entitlements,
  - paid holidays,
  - minimum wage etc.

Most Frontier clients are provincially regulated which impacts our service, and may require adjustments to staffing to ensure our freight or customs entries are done.

We are not federal government employees which sometimes has further protections/mandates....

# Changes impacting paid medical leave

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Legislation passed mandating up to 10 paid medical leave days per calendar year.

- Result of covid pandemic, work/life and mental/medical issues in recent years
- Provides for protection for employers that do not offer short term disability benefits
- Used for quarantine, illness/injury of self, medical appointments

Include prorated days for part time staff.

Unused days can be carried into following year.

Unused days are not paid out on employment end.

Cannot "re-earn" sick time in the year once the balance is used.

- Cannot earn back days to always keep a balance of 10.

Internal process for employee/manager communication, approvals, and medical notes to support absences will remain.

# Changes impacting paid medical leave



5 sick days will no longer be given on January 1st each year.

Calculations will be based on start date.

- 3 days after 30 days of service for new hires, or 3 days on Jan 1st if employed the month before the new year (ie. Dec previous year)
- 1 day added per full month of continuous service, up to 10 days in a year

Seniority / Hire Date	1-Dec-22
Date issued	# days
1-Jan-23	3
1-Feb-23	1
1-Mar-23	1
1-Apr-23	1
1-May-23	1
1-Jun-23	1
1-Jul-23	1
1-Aug-23	1
	10

Example #1:

Employee with seniority on Dec 1<sup>st</sup> the prior year:

- 3 days upon 30 day of service = Jan 1<sup>st</sup>, then 1 per month given that the start of the month if the employee was continuously employed (ie. No unpaid absences/unexpected absences). Maximum 10 days will be reached on August 01<sup>st</sup>.

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Seniority / Hire Date	9-Mar-23
Date issued	# days
9-Apr-23	3
1-May-23	0
1-Jun-23	1
1-Jul-23	1
1-Aug-23	1
1-Sep-23	1
1-Oct-23	1
1-Nov-23	1
1-Dec-23	1
	10

Example #2:

Employee hired today (March 02)

- 3 days upon 30 days of service = April 02.
- Next day given on the 1st of the next month following a completed month of services = June 01 and then monthly assuming service is not broken. (ie. No unpaid absences/unexpected absences). Maximum 10 days will be reached on August 01<sup>st</sup>.

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Seniority / Hire Date	4-Jun-23
Date issued	# days
4-Jul-23	3
1-Aug-23	0
1-Sep-23	1
1-Oct-23	1
1-Nov-23	1
1-Dec-23	1
	7

Example #3:

- As employee join Frontier later in the year their entitlements will decrease. An employee with June 04 start date will only achieve 7 days for use.

# Changes impacting holidays



Holiday days are different with federally regulated employers.

Frontier included new holidays as enacted:

- National Truth & Recognition Day = Sept 30th
- Remembrance Day = Nov 11th
  - Mandatory in Ontario
  - Lieu days now provided for when on weekend

Entitlements will now mirror the Labour Code.

Operational changes will be required to ensure services are met.

Flex holidays can be provided or vacation days taken. Ie. Work Remembrance Day and National Truth and Reconciliation Day and take Family Day/Louis Riel Day or Civic Holiday in Lieu.

2022	2023
New Years Day (Jan)	New Years Day (Jan)
Family Day/Louis Riel Day (Feb)	-
Good Friday (April)	Good Friday (April)
Victoria Day (May)	Victoria Day (May)
Canada Day (July)	Canada Day (July)
Civic Holiday/Terry Fox Day (Aug)	-
Labour Day (Sept)	Labour Day (Sept)
Truth & Reconciliation Day (Sept)	Truth & Reconciliation Day (Sept) **
Thanksgiving (Oct)	Thanksgiving (Oct)
Remembrance Day (Nov)	Remembrance Day (Nov) **
Xmas Day (Dec)	Xmas Day (Dec)
Boxing Day (Dec)	Boxing Day (Dec)
12	10
	<b>** Possible Lieu days for Feb or Aug holiday</b>

# Changes impacting wages

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Compliance to Minimum Wages is different.

Are reviewed annually to ensure all federally regulated workers have a fair base wage.

Will review Minimum Wages set by provinces as a comparison.

Currently the federal minimum wage is greater than all the provinces where we have workers.



# Changes impacting vacation pay

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Federal regulated workers have minimum vacation pay entitlement.

Frontier's vacation pay entitlement is better than the federal minimums; offering 3 weeks and 4 weeks entitlements up to one year earlier.

Saskatchewan's vacation pay will not be reduced to the federal minimum.

More questions about The Canadian  
Federal Labour Standards?

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**FRONTIER**