

The New \$15 Federal Minimum Wage



Like all other workers, employees of federally regulated companies are entitled to no less than the minimum wage. The difference is that there is no [federal minimum wage](#) rate the way there is in all 10 provinces and 3 territories. Federal employees get whatever the [minimum wage](#) that happens to apply in their [province of employment](#). Thus, minimum wage earners working side by side on the same job may have variances of up to \$2, \$3 or even \$4 per hour in pay.

All of that changes when the new [federal minimum wage](#) takes effect. Effective December 29, 2021, federally regulated employees will be entitled to no less than \$15 per hour, regardless of the provincial minimum wage. However, to the extent that the province or territory provides for a minimum wage above \$15—which is currently the case only in BC, Nunavut and the Yukon—federally regulated employees will get the higher local rate.

Thus, for example, an employee of a federally regulated company in Québec, where the current minimum wage is \$13.50 per hour, will get \$15 per hour; however, if BC is the province of employment, the minimum wage will be the BC rate of \$15.20 per hour.