

## Exhibit IV - Minimum Wage in Canada\* (*as of July 2015*)

Region	Prevailing Wage	Maximum Hours	Room & Board
AB	\$11.20 per hour <i>\$2,127 per month for domestic employees</i> <b>(as of October 1, 2015)</b>	Must pay for 44 hours per week	\$3.35 per meal \$4.41 per night for lodging
BC	\$10.45 per hour <i>\$102.50 per day for live-in home support workers</i> <b>(as of Sept 15, 2015)</b>	40 hours week	\$75 per week \$325 per month
MB	\$10.70 per hour	8 hours per day or 40 hours per week Hours worked beyond standard hours are considered overtime and compensated at 150% of the regular wage rate	Maximum combined deductions: \$50 per week or \$217 per month \$1 per meal Deductions cannot lower minimum wage by more than \$1.00 for each meal and \$7.00 per week for room
NB	\$10.30 per hour Overtime \$15 per hour	44 hours per week	Allowed but wages cannot be below provincial minimum wages
NL	\$10.50 per hour <b>(as of Oct 1, 2015)</b>	40 hours per week	\$68.20/week for board and lodging \$3.65/meal
NS	\$10.60 per hour	Overtime to be paid after 48 hours of work	\$68.20 per week
ON	\$11.25 per hour <b>(as of Oct 1, 2015)</b>	48 hours per week	\$85.25 per week where private room and meals are provided by the employer to the caregiver.
PEI	\$10.50 per hour	48 hours per week	\$56 per week. Meals not taken cannot be deducted
QC	\$10.55 per hour	40 hours per week	Deductions are not allowed for room and board
SK	\$10.50 per hour <b>(as of Oct 1, 2015)</b>	40 hours per week	\$250 per month
NT	\$12.50 per hour	44 hours per week	\$420 per month
NU	\$11 per hour	44 hours per week	\$420 per month
YT	\$10.86 per hour	44 hours per week	\$5 per day

*Note:* Caregivers sponsored through the Temporary Foreign Worker Program **CANNOT** be charged for room and board when living with the family.

*Note:* These are the general minimum wage rates in each jurisdiction - some have different rates based on regional and occupational considerations and some have lower rates for students, inexperienced workers, and/or employees receiving gratuities.\* - Nannies should be paid *at least* minimum wage for your province, and any special skills and/or experience should be compensated for.