

# Wages vs Salary

## Know your obligations



### Shift cancellation

#### Wages

Yes, given the ad hoc nature of the role.

#### Salary

No – unless guaranteed hours of work are made up within the Company operational hours on the Schedule in individual employment agreement.

### Availability

#### Wages

If expecting employee to be available above guaranteed hours, or for a span of hours, must be paid reasonable compensation.

#### Salary

Can confirm in individual employment agreement that salary compensates employee for availability over and above guaranteed hours.



### Right to refuse overtime

#### Wages

Yes, unless valid availability provision included in individual employment agreement and reasonable compensation provided.

#### Salary

No, unless no compliant availability provision indicating compensation for additional hours in individual employment agreement. Must be within span of operational hours if employer directed and enforced overtime.

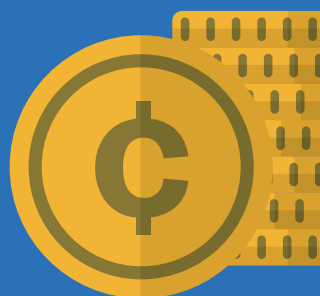
### Minimum pay

#### Wages

Must be paid for all employer directed hours of work at least national minimum wage. Time and wage records must be kept.

#### Salary

Must be paid for all employer directed hours of work at least national minimum wage. Time and wage records must be kept.



### Contractual pay

#### Wages

Must be paid for all employer directed hours of work as specified in the individual employment agreement.

#### Salary

Paid set amount each pay period for guaranteed hours of work. If the individual employment agreement specifies overtime payment then this must be paid as outlined.