FAIR AND FAMILY-FRIENDLY WORKPLACES ACT

Statutes of Alberta, 2017
Chapter 9

(not in force provisions only current as of January 1, 2018)
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FAIR AND FAMILY-FRIENDLY WORKPLACES ACT

Chapter 9

HER MAJESTY, by and with the advice and consent of the Legislative Assembly of Alberta, enacts as follows:

Part 1
Employment Standards Code

Amends RSA 2000 cE-9

1 The Employment Standards Code is amended by this Part.

44 Sections 65 and 66 are repealed and the following is substituted:

Employment of individuals under 18 years of age

65(1) In this Division,

(a) “artistic endeavour” means artistic endeavour as defined in the regulations;

(b) “light work” means light work determined under subsection (2).

(2) The Director must, after consultation in accordance with the regulations, establish a list of the types of employment that are light work for the purposes of this Division and must publish the list on the Minister’s department website.

(3) Except as permitted by this Division or the regulations, no person shall employ an individual who is under 18 years of age.

(4) Where a permit is required under this Division, the Director may, on receiving an application signed by the employer and by a parent, guardian or other person having the care, custody or control of the individual in respect of whom the permit is required, issue a permit authorizing the individual to be employed by the employer.
(5) A permit issued by the Director under this section must include any terms and conditions set out in the regulations and may include any other terms and conditions the Director considers appropriate having regard to the age of the individual and the nature of the work.

12 years of age and under

65.1 An individual who is 12 years of age or younger may be employed only in an artistic endeavour and only if authorized under a permit issued by the Director.

13 to 15 years of age

65.2(1) An individual who is 13, 14 or 15 years of age may be employed only

(a) in an artistic endeavour,

(b) in a type of employment that is light work, or

(c) if so authorized under a permit issued by the Director, in any other type of employment, except hazardous work identified in the Occupational Health and Safety Act or the regulations under that Act.

(2) Employment referred to in subsection (1)(a) and (b) requires the consent of a parent, guardian or other person having the care, custody or control of the individual.

(3) The consent must be in a form acceptable to the Director.

16 and 17 years of age

65.3(1) Subject to subsection (2), an individual who is 16 or 17 years of age may be employed in any type of employment.

(2) An individual who is 16 or 17 years of age may be employed in hazardous work identified in the Occupational Health and Safety Act or the regulations under that Act only if

(a) the hazardous work is authorized under a permit issued by the Director,

(b) the individual is supervised by a responsible adult while the work is being performed and is adequately trained before performing any work, and

(c) the health, safety and well-being of the individual are protected.
Coming into Force

Coming into force of Part 1

100(1) This Part, except section 44, comes into force on January 1, 2018.

(2) Section 44 comes into force on Proclamation.