

Employee Handbook	Authority: Approved by Council	Type: Employee
	Effective date: November 5, 2008	Revised date: June 12, 2025
	Policy No. 300-2 Hours Paid and Overtime	

R.M. of Browning No. 34
Policy No. 300-2 Hours Paid and
Overtime
June 12, 2025

1. Hours of Paid and Overtime

- 1.1. Outside employees: The normal working day is eight (8) hours (7:00 am - 3:00 pm) per day, for a total of 40 hours per week. Work hour variations must have Road Committee approval prior to being taken and may be adjusted to meet business needs. Lunch break is included in the work hours and is paid.
- 1.2. Outside employees: On any Federal or Provincial Election day, the working day shall be declared as an eight (8) hour day (7:00 am – 3:00 pm), for the purpose of voting while polling places are open.
- 1.3. All outside employees shall be paid hourly.
- 1.4. All outside employees shall be entitled to 1.5 wages for any hours worked over 8 hours per day or 40 hours per week.
- 1.5. Office employees: The normal working day is eight (8) hours (8:00 am - 4:00 pm) per day for a total of 40 hours per week. Lunch break is included in the work hours and is paid.
- 1.6. Salaried positions earn overtime at a straight 1:1 hourly rate.
- 1.7. All employees receive one (1) 15-minute break in the morning, and one (1) 15-minute break in the afternoon. Note: this is above what is required by Saskatchewan Labour Standards, and may be amended or removed at the discretion of the Reeve and Council.
- 1.8. Overtime eligible staff will be paid overtime on the following basis:
 - a. Overtime is available at the discretion of the Administrator and Foreman and is never guaranteed.
 - b. Overtime will be paid according to applicable Provincial legislation.

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- c. The R.M. of Browning reserves the right to apply for Provincial averaging agreements which may alter overtime rules. Employees will be notified by email if the R.M. decides to apply for any averaging agreement.
- d. Time off in lieu of overtime will be awarded in accordance with applicable employment/labour standards and is subject to management approval. For extended time-off in lieu agreements, an Overtime Agreement must be signed by the employee and management.
- e. Paid leave (holiday, vacation) may not be used towards overtime.
- f. Extra time worked at the employee's discretion, or without management approval (working through lunch or breaks, arriving early or staying late), may not be used towards overtime without prior management approval.
- g. To determine if a specific employee is overtime eligible, please consult Saskatchewan Employment Standards.

1.9. All vacation shall be paid as per Policy No 300-3 "Annual Vacation".

Document Revision History:

Document Title	Revision Date	Approved By
Policy No 300-2 Hours Paid and Overtime	November 5, 2008	Council
Policy No 300-2 Hours Paid and Overtime	March 5, 2012	Council
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