

## Domestic Workers and Live-in Nannies

Domestic workers often live in their employers homes, or the homes of people they care for. They are protected by Employment Standards legislation but are allowed special working and overtime hours.

### What are domestic workers?

Domestic workers are hired to work mainly in private homes, cleaning, laundering, cooking, gardening, etc. Employees who live in homes to take care of, or supervise someone are also domestic workers, including live-in nannies.

People who care for children or the elderly as sitters are generally not considered domestic workers, unless they live in the home with them.

### Are domestic workers covered by Employment Standards legislation?

Most domestic workers are covered by Employment Standards legislation. However, domestic workers who work less than 12 hours per week are not generally covered. See protections for [Young Workers](#) and [Unpaid Leaves](#) pages because those regulations still apply regardless of the number of hours worked.

### What is the minimum wage?

Minimum wage is \$10.00 per hour in most industries. On October 1, 2012, minimum wage will increase to \$10.25 per hour.

### Do domestic workers get a day of rest?

Domestic workers must get 36 consecutive hours each week where they are not required to work. If the employers ask, and domestic workers agree, they can work instead of taking the time off. The domestic workers are either, paid overtime wages for that time (whether it is overtime or not), or paid regular wages, the additional hours worked off as part of their rest period, sometime in the next eight weeks.

### Are domestic workers paid for overtime?

Domestic workers get overtime pay like other employees. More information can be found on the [Overtime](#) page. Time that employers agree is free of work duties, or time when domestic workers are eating, resting, sleeping or attending to private business or interests is not considered time worked and is not included in the calculation of

overtime.

## **Can employers charge for room and board?**

Employers can charge for room and board and employees can agree to have those charges deducted from their wages. The amount that employers can charge for room and board is limited. The deductions for room and board can not reduce employees earnings below minimum wage for the pay period by more than \$7 per week for the room and by more than \$1 for each meal the employees have.

More information can be found on the [Deductions](#) page

## **Can employers charge for uniforms?**

No, employers cannot charge employees for uniforms nor can they ask or expect workers to buy them. Employers are to provide uniforms at no charge to workers. Employers can also require a dress code. For more information on required clothing see the [Deductions](#) page.

## **Do domestic workers get vacations?**

Domestic workers get vacations. Unless employers provide a greater benefit, domestic workers are entitled to two–weeks of vacation each year after working for the employer for one year. They must be paid four per cent of their regular wages as vacation pay. More information can be found on the [Vacations and vacation pay](#) page.

## **Do domestic workers get general holidays?**

Domestic workers are entitled to have the day off and to be paid general holiday pay. If they work, they are entitled to 1 ½ times their regular wages for the day or another regular day off, with pay, within the next 30 days. More information can be found on the [General Holidays](#) page.

## **What are the general holidays in Manitoba?**

There are eight general holidays throughout the year:

- New Year's Day
- Louis Riel Day (3<sup>rd</sup> Monday in February)
- Good Friday
- Victoria Day
- Canada Day
- Labour Day
- Thanksgiving Day
- Christmas Day

Most employees are paid general holiday pay for these days whether they work or not.

## **Are domestic workers protected during unpaid leaves?**

Domestic workers have the same job protection as other employees when taking unpaid leave. The six unpaid leaves are Maternity, Parental, Compassionate Care, Bereavement, Family and Reservist leave. More information can be found on the [Unpaid Leaves](#) page.

### **For more information contact Employment Standards:**

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This is a general overview and the information used is subject to change. For detailed information, please refer to current legislation including *The Employment Standards Code* and *The Worker Recruitment and Protection Act*, or contact Employment Standards to ask for advice.

Date Published: September 6, 2012