



ALBERTA

LABOUR  
*Office of the Minister*

**MINISTERIAL  
ORDER  
No. 2019-17**

---

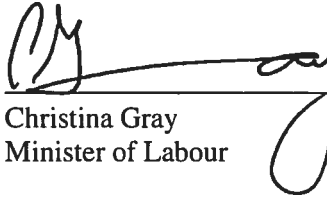
Pursuant to section 74.1 of the *Employment Standards Code (Code)* and on application by Alberta Health Services' (AHS) Emergency Medical Services (EMS), I, Christina Gray, Minister of Labour, hereby grant to the employers and employees described in the attached Schedule a variance respecting section 16 of the Code, subject to the following terms and conditions:

- 1 A shift, defined as a consecutive period throughout which an employee is scheduled for work or for immediate on-call response to work, may not exceed 24 consecutive hours in any one work day.
- 2 Immediately following completion of a period of 14 consecutive hours of work, employees must receive at least 8 consecutive hours of rest, and up to two additional hours for travel to and from the worksite. Employers must record the times at which employees start and stop work each work day.
- 3 Employers shall comply with all other applicable provisions in the *Code* and *Employment Standards Regulation*.
- 4 Employers shall comply with the requirements of the *Occupational Health and Safety Act*, *Occupational Health and Safety Code*, and *Occupational Health and Safety Regulation*.
- 5 AHS must provide a copy of this Order to the employers as soon as possible.
- 6 Upon receipt of the Order, each employer must provide a copy of it to their employees as soon as possible by:
  - (a) personally giving it to the employees,
  - (b) posting it in the employees' workplace,
  - (c) posting it on a secure website to which the employees have access, or
  - (d) providing it in any other manner that informs the employees of the Order.

7 The Minister may, at any time, amend or revoke this Order.

8 This Order is valid for two years from the date of signing.

DATED at Edmonton, Alberta this 11<sup>th</sup> day of March, 2019.



Christina Gray  
Minister of Labour