



SEPTEMBER 2009 NEWSLETTER

GST AND THE VLT'S

If you are a VLT site holder you have now received the letter from Manitoba Lotteries about GST dated August 27th 2009. Although we were disappointed with the contents of the letter we are now encouraged by recent meetings our association have had with both Manitoba Lotteries and the Provincial Government. **We are happy to report the date has been postponed until January 1st 2010. We would like to thank both Manitoba Lotteries and the Provincial Government for hearing our concerns and postponing the date.** We will continue to work on your behalf to explore if all options have been considered before the date of implementation. Please contact our office if you have any questions.

NEW MAGAZINE FOR MRFA "LOCAL FARE"

The Manitoba Restaurant and Foodservices Association has partnered with DEL Communications Inc., publisher of the MRFA's annual directory, to produce an annual, glossy, full colour publication to be distributed at all Manitoba Liquor Marts.

The goal of the publication is to not only open readers up to all the pleasures of the province, but in doing so prominently feature MRFA restaurant members, menus and personnel through editorial and photo opportunities.

With every turn of the page, there will be something to delight the senses, including haute cuisine, perfect beverage pairings, start to finish entertaining ideas, how to guides, plus exclusive coverage of Manitoba's top food and beverage events, all while promoting you, an MRFA member.

On top of consumer targeted features, and member driven profiles, the magazine (*Local Fare*) will also highlight MRFA geared initiatives, such as the benefits and strengths of MRFA membership, the gift certificate program and MRFA and food and beverage events across the province.

As a member of the MRFA, special advertising rates are available, as well as, an opportunity to have an editorial feature on your restaurant, chef or be highlighted in one of the magazine's regular departments. DEL will provide both an editor and photographer to create the perfect piece to promote your establishment. 36,000 copies of "*Local Fare*" will be distributed at Liquor Marts across the province at the end of February 2010.

This is a great opportunity, to not only highlight the great pleasures Manitoba has to offer, but to promote the MRFA members that contribute to this sense of indulgence. When a representative from DEL Communications contacts you, consider allocating a portion of your attention and advertising budget toward promoting yourself in our own banner-magazine.

Overtime

The standard hours of work are generally eight hours in a day and 40 hours in a week. Work beyond the standard hours is overtime. Employees who work overtime are entitled to be paid 1 ½ times their regular wage for the hours worked during overtime. Overtime must be authorized by employers.

What are the standard hours of work?

Standard hours of work are the maximum number of hours employees may be required to work at regular wage. In most cases, it is eight hours in a day and 40 hours in a week. Hours worked over the standard hours are considered overtime hours.

What are employees paid for overtime?

Employers who ask or allow employees to work longer than the standard hours of work must pay these employees 1 ½ times their regular hourly wage for each hour worked during overtime.

How are overtime hours determined?

Overtime is determined by the number of hours worked in a day and the number of hours worked in a week. Days where Overtime hours are worked are shown in bold:

Sun	Mon	Tue	Wed	Thu	Fri	Sat	Total Regular	Overtime	
	8	8	8	8	8		48	40	8
	8	6	6	8	10		38	36	2
	10	6	10	6	10		42	36	6
7	6	8	7	7	8		43	40	3

Who decides when overtime will be worked?

Employers control scheduling in the workplace. Employees cannot work overtime without the knowledge or permission of their employers. If employers ask, allow or acknowledge the overtime work, it must be paid at the overtime wage.

Employees and employers can agree as part of the terms of employment, that a certain amount of overtime is required. Except in declared emergencies, overtime is voluntary or by agreement.

Can employers require employees who normally work less than 40 hours a week to work more hours without paying overtime?

Yes, overtime is normally only calculated after eight hours in a day or 40 hours in a week. Employers control scheduling and can change schedules if they wish.

For example, an employer who has employees that normally work a seven hour day and a 35 hour week, could require the employees to work an additional hour each day without paying overtime.

Can employees bank overtime and take time off later?

Yes, employers and employees can agree, to bank overtime if they agree in writing. The agreement must include the time off at 1 ½ times the number of overtime hours worked. For each hour of overtime worked, employees get 1 ½ hours off work with regular pay. Employers must schedule this time during regular hours. The banked time must be taken within three months of being earned, unless the director of the Employment Standards Branch authorizes a longer period. Employees have earned the overtime wages once the hours have been worked, and can ask to be paid out at any time.

Do salaried employees receive overtime?

Yes, employees who are paid by salary are entitled to overtime. For salaries, an hourly wage may be calculated to determine the overtime pay per hour.

For example: employees who earn a salary of \$400 per week and are expected to work a 40-hour week are paid \$10 per hour for the standard hours. If they work overtime, they are paid 1 ½ times their regular wages. In this case, \$15 per hour.

Can a salary include some overtime?

Yes, employers and employees can agree on a salary that includes a specific amount of overtime. Agreements should be made before any overtime is worked. The agreement must clearly identify what the employees are paid for working more than the agreed standard hours. Written agreements can save future disagreements.

For example: employees who earn a salary of \$550 per week and are expected to work a 50-hour week are paid \$10 per hour for the standard hours (40) and \$15 for each hour of overtime (10). If the employees work more than 50 hours, they are paid the overtime rate of \$15 per hour.

For more information contact the Employment Standards Branch:

Phone: 204-945-3352; or toll free in Manitoba 1-800-821-4307

Fax: 204-948-3046

E-mail: Employmentstandards@gov.mb.ca

Website: www.manitoba.ca/labour/standards

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 the Employment Standards Branch to ask for advice.

21ST ANNUAL GOLF TOURNAMENT RAISES OVER \$700.00 FOR WINNIPEG HARVEST

Once again we sold out early. Once again it was a great success! We would like to thank all our sponsors who so generously supported us. Thank you to all the golfers

who participated – we hope you had a great time. Also to all our members who donated prizes. You out did yourself again this year. Thank you for support we received from our golfers at our tournament. Your generosity was really appreciated.

LIQUOR LICENCING FEEDBACK FROM MEMBERSHIP

Thank you to all of our members who responded to our letter about liquor licensing issues that was of concern to them in the running of their operations. In early October we will be meeting with representatives from the Manitoba Liquor Control Commission (MLCC) to discuss the feedback we received. We will keep you informed of the progress of these discussions.

THANKS TO FAST SIGNS

Our organization is very pleased to have **Fast Signs** as members of our association and thank them for their support in the mailing of this newsletter. Please have a look at the enclosed information and have a look at their website www.fastsigns.com/664 to find out how they can be of service to your company. If you have any questions please contact Scott Hutton at 927-3278 or scott.hutton@fastsigns.com

NEW MEMBER

Aon Risk Services is Canada's leading insurance broking and risk management services firm and has long been recognized as the market leader in many sectors. We serve a large Canadian client base, handling over \$2 billion in annual premiums. Our dedicated teams help clients develop and implement comprehensive risk management and insurance strategies designed to protect every aspect of your business. With industry-specific experience and a focus on both traditional and nontraditional risks, we help you minimize your costs, optimize quality and safeguard critical assets while protecting your balance sheet. With our access to exclusive facilities both nationally and globally, we are able to provide superior service and negotiate insurance programs and packages that our competitors cannot match. For further information, please contact Curtis Desrochers at 204-934-0218 or e-mail curtis.desrochers@aon.ca.

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