Human Resources Legislative Update

Federal Government Increases Minimum Age for Workers to 18

Date: March 15, 2023

On March 9, 2023 the federal government proclaimed into force amendments to the *Canada Labour Code* (*CLC)* that increase the general minimum age for employment from 17 to 18 (subject to certain exceptions). The change comes into effect as of June 12, 2023.

The amendments were enacted by the Budget Implementation Act, 2018, No. 2. Currently, under the *CLC*, an employer may employ a person who is under 17 years of age only in an occupation specified by section 10(1) of the *Canada Labour Standards Regulations*, and subject to the conditions fixed by the regulations for employment in that occupation.

The amended provision will apply to current employees who are 17 on June 12, 2023, so long as they remain employed by the same employer in the position they held that day.