**Employment & Work Safety - The Employment Standards Act**

Use the web site to find the answers to the following questions. (<http://www.workrights.ca>)

**Getting Paid (General and BC tab)**

1. As of May 2012, what is the minimum wage for most employees in B.C.? **\_\_\_\_\_\_\_\_**
2. Name three workers who are not covered by the minimum wage law.



1. Are tips considered wages? **\_\_\_\_\_\_\_\_\_\_\_\_\_\_**

**Health & Safety (General and BC tab)**

1. What is unsafe work? **\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_**

**\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_**

1. Can all workers refuse unsafe work? **\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_**

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1. Will I be paid while I refuse to work? **\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_**
2. When a worker is injured, what should she or he do? **\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_**

**\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_**

**Human Rights (General and BC tab)**

1. There are three important, but different ideas we’re talking about when we say Pay Equity. They are:



1. What reasons does the law consider acceptable for differences in pay? **\_\_\_\_\_\_\_\_\_**

**\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_**

**Losing a Job (General and BC tab)**

1. What are five exceptions that you generally don’t have a right to notice?



1. Do you get notice before you are let go? **\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_**
2. Complete the following chart

|  |  |
| --- | --- |
| **Length of employment** | **Notice required** |
| Less than 3 months |  |
| 3 months to 1 year |  |
| 1 year to 3 years |  |
| 3 years to 4 years |  |
| 4 years to 5 years |  |
| 5 years to 6 years |  |
| 6 years to 7 years |  |
| 7 years to 8 years |  |
| 8 years or more |  |

1. If you don’t get proper written notice, how much do you get paid? **\_\_\_\_\_\_\_\_\_\_\_\_\_\_**

**\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_**

**Make a Complaint (General and BC tab)**

1. How do you make a complaint? **\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_**

**\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_**

**Taking Time Off (General and BC tab)**

1. After working one year, how much vacation time are you entitled to? **\_\_\_\_\_\_\_\_\_\_\_**
2. After five continuous years with the same employer, how much vacation time are

you entitled to? **\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_**

1. How much of your annual earnings is your vacation pay equivalent to? **\_\_\_\_\_\_\_\_\_**

**Work Environment (General and BC tab)**

1. Do all workers have the right to refuse to pollute? **\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_**

**Work Time (General and BC tab)**

1. List the nine Statutory Holidays in B.C.



1. How long after you start a job, do you qualify for Statutory Holiday pay? **\_\_\_\_\_\_\_\_\_**
2. Are there a minimum number of days that you would have to work in order to

qualify for Statutory Holiday pay? **\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_**

1. What is the regular work week? **\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_**
2. Once you have reported to work, what is the minimum pay you should receive, if

you were scheduled to work a seven-hour shift and sent home after one hour?

**\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_**

1. Are you entitled to a coffee break in B.C.? **\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_**
2. Can you refuse to work overtime? **\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_**