

EMPLOYMENT STANDARDS: WHAT YOUNG WORKERS SHOULD KNOW

Refer to the Ontario Ministry of Labour website www.gov.on.ca/lab/es/ese.htm (select **What Young Workers Should Know**) as your source of information in responding to the following questions.

1. What is the ESA? What is the purpose of it? Does it apply to most young workers? (3 marks)

2. What is the general minimum wage rate in Ontario? (1 mark)

3. What is the student minimum wage rate? Define student. (2 marks)

4. When is a worker entitled to a break? Is a worker paid for the break? (2 marks)

5. Must employers pay for a minimum of three hours at minimum wage even if the student does not work that much time? (1 mark)

6. When is overtime paid? At what rate? (2 marks)

7. How many paid holidays are employees entitled to? Name them. (2 marks)

8. Can an employer charge you for a personal uniform? (1 mark)

CASE STUDIES write your answers on the reverse

1. The boss became very angry with Brandon when a large sum of money went missing from the till. Brandon said he did not steal the money. The boss said Brandon must take a lie detector test or he will be fired. Can the boss do this? Why? (2 marks)
2. Karen's boss became very angry when she disobeyed a request and fired her on the spot. Karen has worked there for 5 months. Can he do this? Explain. (2 marks)
3. Sandra is a hair stylist's assistant. Her employer said she is not eligible for minimum wage because she will receive tips/gratuities. Is Sandra entitled to minimum wage? (1 mark)
4. Bruce's boss in construction tells him he will earn \$6.25 an hour until he knows what he is doing. Is this legal? Explain. (2 marks)
5. Janice babysits in the summer for 50 hours per week. Is Janice eligible for minimum wage? Is Janice eligible for overtime pay? Why? (2 marks)
6. Nicholas has worked full time for 15 months but has not yet been given the 2-week vacation with pay. Is her employer at fault? Why? (2 marks)
7. Harry made \$1000 a month at the store where he worked for 12 months. How much will his vacation pay be? Show calculation. (2 marks)
8. Chris works at a hardware store for 6 months before quitting. He is informed he is not eligible to receive vacation pay because he did not work there for one full year. Is his employer correct? Explain. (2 marks)
9. Sam agreed to work on Boxing Day. He received regular wages plus a substitute day off with public holiday pay. Should Sam have received premium pay at time and a half? Why? (2 marks)
10. Alex is \$56.00 short at store's closing. Can his employer deduct the \$56 from his pay? Explain. (2 marks)
11. Cindy's boss informed her that she will be terminated in one week. Cindy has worked for this employer 14 months now. Is one week sufficient notice? (2 marks)
12. Brad works in a restaurant. He is scheduled to work on Sunday. Can he refuse to work? [2 marks]