

**Know Your Rights**

A Review of the Employment Standards Act

Use the following link - <https://www2.gov.bc.ca/gov/content/employment-business/employment-standards-advice/employment-standards> to complete this assignment 😊

**What is the minimum wage?**

As of now, what is the minimum wage in British Columbia?

Employees who serve liquor are subject to a different minimum wage. What is their minimum wage, and why do you think it is different?

**Scheduled Breaks (meal breaks)**

How many hours must an employee work in a row before they are entitled to a break? How long is the break? Is it paid or unpaid?

What happens if an employee is required or needed to work during a meal break?

**Uniforms**

What are the employer’s responsibilities if they require an employee to wear special clothing at work?

What if the employer and employee agree that the employee will clean and maintain the clothing?

**Statutory Holidays**

List the statutory holidays in British Columbia:

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The following are NOT considered statutory holidays:

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Under what circumstances are you entitled to a paid day off or receive premium pay on a statutory holiday?

**Hours of Work: Paydays and Payroll Records**

How often must employees be paid?

What information must be included on an employee’s pay stub?

**Overtime**

* How is overtime calculated?

**Employing Children Under 15**

Is it legal to hire a child under the age of 15?

What needs to happen in order to hire someone who is under the age of 15? Are they able to be paid less than minimum wage because they have less experience?

**Leave from Work**

What kind of leave would be appropriate for each situation?

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| The court has asked me to serve on a jury. |  |
| I am a man who has recently adopted a child. |  |
| I need to have a meeting with my child’s school Principal. |  |
| I am a woman who is three weeks away from her baby’s due date. |  |
| My mother has recently passed away, and I am unable to work. |  |

**Scenario**

In the space below, write a fictional scenario in which there are at least two violations of the Employment Standards Act. Be thorough and include details about the employee and the situation. Don’t make the situation too obvious – try to test my knowledge about which clauses are being violated.