

WORKING IN BC – YOUR LEGAL RIGHTS AND RESPONSIBILITIES

Student Name: _____

1. What does the Employment Standards Act of BC outline?

2. Is the Employment Standards Act Applicable to part time work? Yes _____ or No _____
3. Does this Act apply to high school work experience students? Yes _____ or No _____
4. Name the four groups or types of workers NOT covered by the Employment Standards Act:
 - a) _____
 - b) _____
 - c) _____
 - d) _____
5. What do the initials S.I.N stand for? _____
6. Where can you obtain a S.I.N?

7. What is the minimum age to work without restrictions in BC? _____
8. Under what conditions may a 12 year old be employed? _____

9. What option do you have when an employer misleads you regarding a job opening or how much you will be paid? _____

10. If there is a violation of your working rights, how long do you have to make a complaint to the Employment Standards Branch? _____
11. What is the minimum wage for workers in BC? _____
12. What is the exception to this law? Please explain. _____

13. Explain “minimum daily pay”: _____

14. Is your employer required to pay you to attend meetings outside of your work schedule?

Yes _____ or No _____

15. What are the eight items an employer must include on your pay statement?

a) _____	e) _____
b) _____	f) _____
c) _____	g) _____
d) _____	h) _____

16. Name the four items your employer is allowed to deduct from your wages:

a) _____	c) _____
b) _____	d) _____

17. Can an employer deduct money from your wages for property damage accidentally done by you at work? Yes _____ or No _____

18. Are employers required to pay for safety equipment, such as hard hats, reflective vests, and steel toed boots? Yes _____ or No _____

19. After how many hours of work must an employer provide a break time to eat? _____

20. What is the minimum amount of break time provided? _____

21. How many hours must you be given between shifts? _____

22. When working a split shift, how many hours do you have to complete the split? _____

23. After how many hours of work in one day must an employer pay you time and a half? _____

24. After how many hours of work in one day must an employer pay you double time? _____

25. Explain “time bank”: _____

26. Is your employer required to pay sick benefits? Yes _____ or No _____

27. How much paid vacation must an employer provide after:

a) 1 year of employment _____	b) 5 years of employment _____
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28. How much vacation pay must an employer pay you after:

a) 1 year of employment _____	b) 5 years of employment _____
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29. Define "Stat" holiday and what it means: _____

30. What are BC's nine statutory holidays?
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|----------|----------|
| a) _____ | f) _____ |
| b) _____ | g) _____ |
| c) _____ | h) _____ |
| d) _____ | i) _____ |
| e) _____ | |
31. How much "Pregnancy Leave" does an expectant mother have? _____
32. Do you have a right to request a leave for "Parenthood"? Yes _____ or No _____
33. Employers have a duty to ensure a safe workplace. What "Act" must they follow to make sure that safety standards are met? _____
34. What can I do if I am in an unsafe working condition? _____

35. Are you required by law to give your employer notice that you are quitting?
Yes _____ or No _____
36. Explain "Layoff" in regards to the workplace: _____

37. Do you have a legal right to your job Yes _____ or No _____
Please explain: _____
38. What does E.I. stand for? _____
39. What is the name of the form that your employer needs to provide for income tax purposes?

40. Explain what it means to "Work Under the Table"? _____

41. What are the three ways to contact the Employment Standards Branch?
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|----------|
| a) _____ |
| b) _____ |
| c) _____ |