**Know Your Rights!**

**Web Quest**

When you are an employee of a business, it is important to understand employment standards and to know where to go f you need help or advice.

Go to this website:

<https://www2.gov.bc.ca/gov/content/employment-business/employment-standards-advice>

1. What does the Employment Standards Branch do?

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1. Who hears appeals on decisions made concerning the Employment Standards Act?

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1. What does WorkSafeBC do?

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1. Who hears appeals regarding decisions made by WorkSafe on compensation, rehabilitation and occupational health and safety?

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1. What does Employers’ Advisors Office do?

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1. Who mediates and adjudicates employment and labour relations matters related to unionized workplaces?

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**Am I old Enough?**

Check out this website: <https://www.legalrightsforyouth.ca/work/when-youcan-work>

1. What is the minimum age you can work without parental permission?

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1. In what circumstance would you need parental permission to work?

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1. What work conditions must exist for employees aged 12-14?

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**Now What?**

You’ve made a cover letter and resume, given it to an employer, had an interview, so now what?

Go to this website: <https://www.legalrightsforyouth.ca/work/applying-for-work>

1. What is a SIN number?

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1. Why do you need a SIN number?

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1. Are employers able to not give you a job based on your appearance?

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**Show Me the Money!!**

Go to the website: <https://www2.gov.bc.ca/gov/content/employment-business/employment-standards-advice/employment-standards/wages/minimum-wage>

1. What is our current minimum wage?

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1. Will the wage change after June 1st?

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**Hours and Overtime**

Watch this video: <https://www.youtube.com/watch?v=Yw5BQJkXApk>

1. Do employers pay for lunch breaks?

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1. What is a split shift?

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1. What time span must a split shift be worked in?

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1. If an employee only works 35min of a shift and then gets sent home because there is not enough work, how much time must they be paid for?

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1. What are the 2 different types of overtime?

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1. How does daily and weekly overtime differ?

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1. What is the pay for daily overtime?

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1. What is the pay for weekly overtime?

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**Rights of Employers**

Watch this video: <https://www.youtube.com/watch?v=ppFw5gH9sik&feature=youtu.be>

1. Who is protected under the Employment Standards Act?

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1. How long must employers keep records of employees?

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1. How many times a month must an employer pay his employees?

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1. If an employee works on Canada Day, how much must they get paid?

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1. If an employee needs to take time off for bereavement, can I fire them?

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1. Can an employer make an employee pay for cash shortages?

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**Rights of an Employee**

Go to this website: <https://www.legalrightsforyouth.ca/work/working>

1. When you get hired in BC, the law says that an employer must give young and new workers a health and safety orientation and training specific to what?

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1. What four basic health and safety rights do workers in BC have?

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1. There are ten statutory holidays in BC. Normally, on a statutory holiday, you take the day off work but you still get paid. They are called statutory holidays because the law says these days are holidays, and statute is another name for a law made by the government. The statutory holidays are:
   1. New Year's Day – January 1
   3. Good Friday – On a Friday between March 20 and April 23
   4. Victoria Day – May 24 if it’s a Monday, otherwise the last Monday in May
   6. BC Day ­– First Monday in August
   8. Thanksgiving Day ­– Second Monday in October

**Income Tax**

Scroll down to Paying Income Tax on this page (it’s near the bottom): <https://www.legalrightsforyouth.ca/work/working>

1. What is income tax?

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1. When is the deadline to file it?

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1. Who do you file it to?

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1. What is the amount of tax you pay based on?

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**Fired?**

Watch this video: <https://www.youtube.com/watch?v=_7mxo-Hrnpo>

1. Explain Compensation vs Written Notice.

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1. Fill in the following chart:

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| Length of Time | Compensation Deserved |
| 3 months |  |
| 12+ years |  |
| 3 years |  |
| 8 years |  |

1. What 5 circumstances make it so an employer does NOT have to pay compensation or give written notice?

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1. What length of time does an employer have to pay final pay cheques to a fired employee?

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1. What must be included in the final pay cheque?

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1. If an employee doesn’t get the right amount of compensation or isn’t given the right amount of notice, who can they file a complaint with?

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**Want to Quit?**

Head to this site: <https://www.legalrightsforyouth.ca/work/leaving-your-job>

1. What is common practice when quitting?

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1. Do you have to give 2 weeks notice?

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1. What is Employment Insurance?

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1. What circumstances allow you to apply for EI?

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