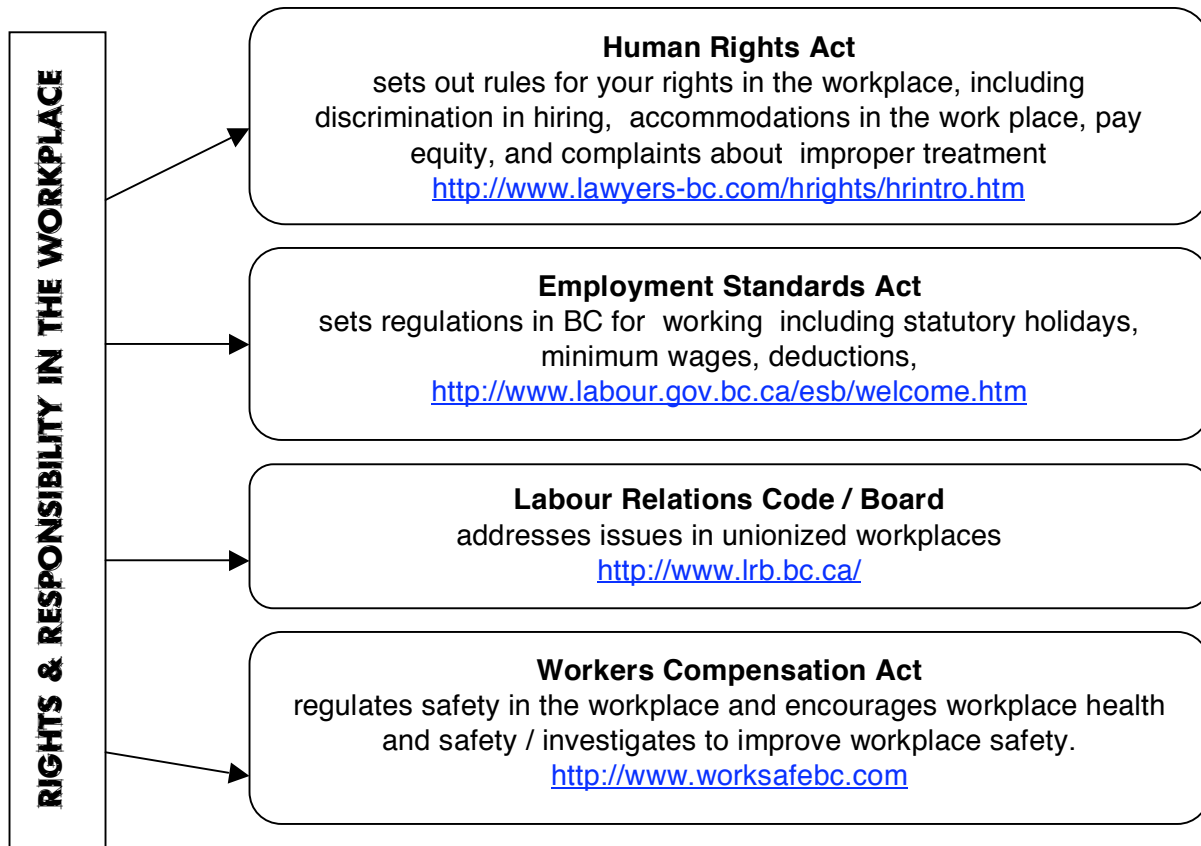


WORKPLACE LAWS

There are several government agencies, legal requirements, and laws governing workplace issues. Know what they do and how they help.



Prohibited Grounds of Discrimination



The Canadian Human Rights Act and all the provincial and territorial human rights legislation prohibit discrimination on some or all of these grounds.

Statutory Holidays

- New Years Day
- Good Friday
- Victoria Day
- Canada Day
- B.C. Day
- Labour Day
- Thanksgiving Day
- Remembrance Day
- Christmas Day
- must work 15/30 days prior to stat date
- paid time and half for first 12 hours of stat holiday

Minimum Wage in BC

As of May 1, 2012-
 liquor serves \$9.00 p/ hr
 General- \$10.25 per hour

FIRED?

An employer can fire you in several ways- simply saying "You're fired!" works if you were fired for "just cause" (you did something very wrong). The Employment Standards Act also recognizes other ways of firing people (downsizing, radically changing your job description, etc.) and methods of re-dress or compensation.

What is "just cause"?

"Just cause" usually means that you did something seriously wrong, such as stealing from your employer or refusing to carry out a job duty. Your employer may have just cause to fire you if you:

- use drugs or alcohol that interfere with your job performance
- ignore a strict rule of "no alcohol during work hours"
- intentionally disobey your boss
- consistently refuse to follow a clearly defined chain of authority in a tightly-knit business
- are disloyal to your employer or put yourself in a conflict of interest; for example, you set up a business to compete directly with your employer
- ignore a clear workplace policy, procedure, or rule
- are dishonest about something important

WHAT ARE YOUR RIGHTS?

- yes / no Does an employer have to give you a coffee break?
- yes / no If you work for more than five hours, are you required to have a 30 minute meal break?
- yes / no Does an employer have to pay for sick leave?
- yes / no Can you legally work if you are under the age of 16?
- yes / no Is an employer required to provide training or job orientation?
- yes / no If you show up for a shift, is an employer required to pay you a minimum of two hours pay even if you work less?
- yes / no Can you be fired if you are pregnant?
- yes / no Do you have to pay for your own uniform yourself?
- yes / no If you must use personal safety equipment, does your employer have to pay for it ?
- yes / no Is an employer required to pay you at least twice a month?
- yes / no Are you required to give two weeks notice if you quit a job?
- yes / no If you have worked for 30 days, and there is a statutory holiday, you are entitled to time-and-a-half for the first 12 hours and double-time after the 12 hour period.
- yes / no You can not be fired for trying to start a union at your job site.
- yes / no If an employer wants to fire you, s/he must give you three weeks' warning and provide a written explanation of why you were fired no matter what the cause.

The minimum wage in BC for most job will be \$ _____ per hour in May 2012.

WORK SAFETY

These videos are available through WorkSafe BC or on Youtube.

Watch the video “Slips, Trips and Falls.”

1. List six pieces of advice the video offers on general workplace safety.

- b. _____
- c. _____
- d. _____
- e. _____
- f. _____
- g. _____

2. What three steps make up the standard accident prevention formula

- h. _____
- i. _____
- j. _____

Watch the video “Lost Youth.”

(warning- this video contains language and content that some may find offensive).
Keep track of the statistics & as you watch.

2. In BC _____ young worker is injured every hour.

3. In BC, _____ young workers are injured every working day.

4. One out of every _____ young males are hurt on the job in BC.

5. As a worker in BC, you have a right to:

- a. _____
- b. _____
- c. _____

6. As young workers, you are particularly vulnerable in the workplace. Give three things that make young workers at higher risk of injury:

- a. _____
- b. _____
- c. _____