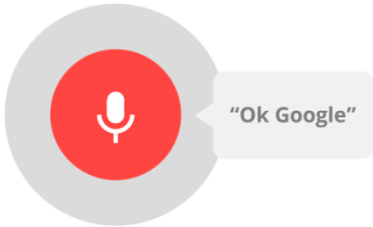


Employment Information – Know your Rights!

Here are some basics:

- ✓ Minimum Wage for adults: \$14/hr rising to \$15/hr on January 1/19
- ✓ Minimum Wage for students: \$13.15/hr rising to \$14.10/hr on January 1/19
- ✓ Minimum Wage for liquor servers: \$12.20/hr rising to \$13.05/hr

Question: Is it fair that students are paid less?

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|---|--|
|  | <h3><i>The Employment Standards Act</i></h3> |
| Hours of Work & Breaks | |
| 1. What is the maximum # of hours most employees can be required to work in a day? | 8 |
| 2. What is the maximum # of hours most employees can be required to work in a week? | 48 – extra is overtime and must be agreed to |
| 3. How many hours off of work must an employee receive between shifts? | 8 – unless the two shifts total less than 13 hours |
| 4. How many days off is an employee entitled to per week? | 1 per week, or 2 in two weeks |
| 5. Employees are entitled to a 30 minute eating break every how many hours? | 5 hours |
| 6. Are the eating breaks paid or unpaid? | Unpaid |
| Overtime Pay | |
| 7. How much extra does an employee make for overtime hours? | 1.5x pay |
| 8. After how many hours of work in a week will overtime kick in? | 44 hours |

| | |
|--|---|
| 9. If somebody works two jobs, do they still get overtime pay when they work more than 44 hours? | Yes – which ever work he spent more time at pays the overtime |
| Vacations & Holidays | |
| 10. How much vacation time is an employee entitled to? | <5 years = 2 weeks >5 years = 3 weeks |
| 11. How much is vacation pay? | <5 years = 4% of gross wages >5 years = 6% |
| 12. How many national holidays does Ontario recognize? | 9 |
| 13. What if I work on a national holiday? | Either get another day off, or get paid 1.5x the regular rate |