Employment Law Protects Workers

Teaching Notes

Here are ways to handle this complex topic.

Do pre-reading activities:

■ Write difficult vocabulary on the board or on a piece of paper. Jot down what your students know about the words.

■ Ask students if they have any questions about employment laws in Alberta.

Make a list of the questions. Try to find the answers to some of their questions in the publication *Employment Law Protects Workers*.

Do one or two sections at a time: Spread out the content over a few days or a few classes.

Answers for exercises

Tom works in a convenience store (TN-2)

1. $12.00 per hour	6. $110.93
2. every two weeks	7. $20.05
3. a pay stub	8. $46.13
4. Thanksgiving	9. $889.45
5. 4 hours	

Scavenger hunt (TN-2) **possible answers**

1. cashier, clerk, construction worker, cook, dishwasher, gas station attendant, painter, settlement worker, teacher

2. bar, clothing store, convenience store, day care centre, flower shop, gas station, hotel, house-painting company, pet store, restaurant, warehouse

3. New Year's Day, Alberta Family Day, Good Friday, Victoria Day, Canada Day, Labour Day, Thanksgiving Day, Remembrance Day, Christmas Day

4. Canada Pension Plan, Employment Insurance, income tax

5. in cash, by cheque, by direct deposit into a worker's bank account

6. Some workers get vacation pay on every paycheque.
   Some workers get all their vacation pay just before they take a vacation.

Match the words (TN-3)

1. b   2. l   3. g   4. c   5. e   6. d
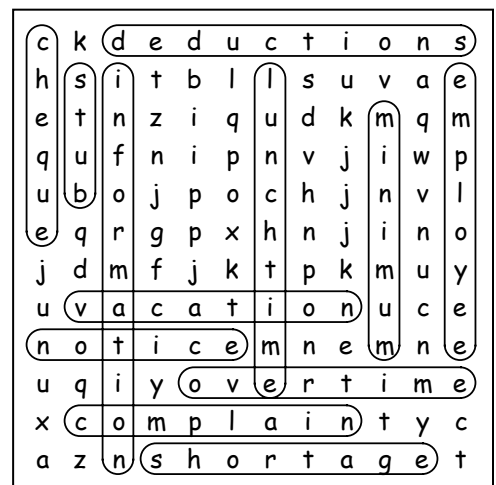7. i   8. f   9. h   10. j   11. k   12. a

Employment words (TN-3)

1. working   2. minimum   3. rest
4. paid   5. stub   6. regular
7. agreement   8. vacation

True or false (TN-4)

1. T   2. F   3. F   4. T   5. F   6. T
7. T   8. T   9. F

Find the words (TN-4)

Tom works in a convenience store

These questions are about Tom and his pay stub on page 2.
Answer the questions with short answers.

1. How much does Tom make per hour? __$12.00 per hour_____

2. How often does he get paid? _____

3. What does Tom get with his cheque? _____

4. What general holiday did Tom get paid for?_____

5. How many overtime hours did he work? _____

6. What was the total deduction for income tax? _____

7. How much was the EI deduction? _____

8. How much was the CPP deduction?_____

9. How much was Tom's take-home pay? _____

Scavenger hunt

Find these things in .
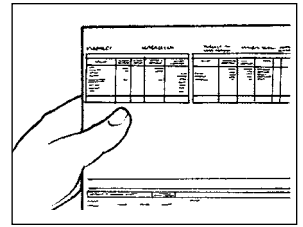
1. four jobs _____cashier_____ _____

   _____ _____

2. two businesses _____ _____

3. two general holidays _____ _____

4. two kinds of deductions _____ _____

5. two ways that employers pay their workers _____

   _____

6. two ways that employees get vacation pay

   _____

   _____

Match the words

Match the word on the left to a word on the right with a similar meaning.

__b__ 1. employer   a. add

_____ 2. employee   b. boss

_____ 3. extra hours   c. calculate

_____ 4. figure out   d. general holiday

_____ 5. in lieu of   e. instead of

_____ 6. stat holiday   f. net pay

_____ 7. pay slip   g. overtime

_____ 8. take-home pay   h. pay

_____ 9. wages   i. pay stub

_____ 10. laws   j. rules

_____ 11. minus (−)   k. subtract

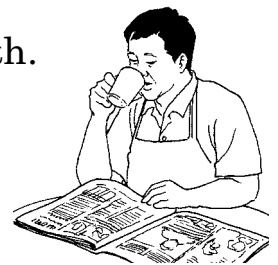_____ 12. plus (+)   l. worker

Employment words

Fill in the blanks with the correct word from the box.

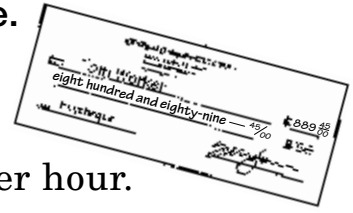| agreement | minimum | paid | regular | rest | stub | vacation | ~~working~~ |

1. The Employment Standards Code has laws
   about ___working___ in Alberta.

2. The general _____ wage in Alberta is $10.20 per hour.

3. Some employers pay for _____ breaks.

4. Workers must get _____ at least once a month.

5. A pay _____ is also called a pay slip.

6. Overtime pay is 1½ times _____ pay.

7. Some workers sign an overtime _____ .
   They get time off with pay instead of overtime pay.

8. Some workers get _____ pay on every paycheque.

True or false

Write T if the sentence is true. Write F if the sentence is false.

__T__ 1. The general minimum wage is $10.20 per hour.

_____ 2. The minimum wage for liquor servers is $9.75 per hour.

_____ 3. Employers must pay workers by cheque.

_____ 4. Employers must give workers a pay stub after each pay period.

_____ 5. It is not important to read your pay stubs.

_____ 6. Employers must deduct some money from workers' pay.
   For example: deductions for income tax.

_____ 7. Workers must get days off.

_____ 8. Some workers get time off with pay instead of overtime pay.

_____ 9. Workers must get a vacation after they have worked
   for one employer for 6 months.

Find the words

Find these words in the puzzle. Some words go across and some go down.

cheque   minimum

complain   notice

deductions   overtime

employee   shortage

information   stub

lunchtime   vacation

c	k	d	e	d	u	c	t	i	o	n	s
h	s	i	t	b	l	l	s	u	v	a	e
e	t	n	z	i	q	u	d	k	m	q	m
q	u	f	n	i	p	n	v	j	i	w	p
u	b	o	j	p	o	c	h	j	n	v	l
e	q	r	g	p	x	h	n	j	i	n	o
j	d	m	f	j	k	t	p	k	m	u	y
u	v	a	c	a	t	i	o	n	u	c	e
n	o	t	i	c	e	m	n	e	m	n	e
u	q	i	y	o	v	e	r	t	i	m	e
x	c	o	m	p	l	a	i	n	t	y	c
a	z	n	s	h	o	r	t	a	g	e	t