

**STUDENT ACTIVITY**  
**- WorkSmartOntario Web Site Information Hunt**

Name: \_\_\_\_\_

Date: \_\_\_\_\_

*In this activity, you will be introduced to the Employment Standards Act. Employment standards are enforced under the Employment Standards Act, 2000 (ESA), which sets out the minimum standards that employers and employees must follow.*

**General Instructions:**

- Using a school computer, go onto the Internet site:  
<http://www.worksmartontario.gov.on.ca/>
- Enter the website through the 'English' door
- Select the blue hexagon tile to load up the correct webpage
- Use the left side margin, in yellow, to explore the site to find and record the answers to the following questions.

1. What kind of workers are not covered by the *Employment Standards Act*? (highlight all that apply):

- |                   |                       |
|-------------------|-----------------------|
| a) retail workers | e) airline pilot      |
| b) bank tellers   | f) radio broadcasters |
| c) bartenders     | g) daycare workers    |
| d) actors         |                       |

2. What is the general hourly minimum wage? \_\_\_\_\_

List three (3) exceptions to this wage rate:

- 1) \_\_\_\_\_
- 2) \_\_\_\_\_
- 3) \_\_\_\_\_

3. List three (3) of the many rights and responsibilities that workers have under occupational health and safety law.

- 1) \_\_\_\_\_
- 2) \_\_\_\_\_
- 3) \_\_\_\_\_

4. Enter the minimum age for the following jobs:

- |                            |                              |
|----------------------------|------------------------------|
| a. factory worker _____    | d. construction worker _____ |
| b. window cleaner _____    | e. logger _____              |
| c. underground miner _____ |                              |

5. After working seven hours without a break, Joseph was offered an unpaid lunch break of 20 minutes. List two (2) ways this situation is against the rules about breaks under the *Employment Standards Act*.

- 1) \_\_\_\_\_
- 2) \_\_\_\_\_

6. Give one example of each of the following types of hazards:
- Physical: \_\_\_\_\_
  - Chemical: \_\_\_\_\_
  - Biological: \_\_\_\_\_
  - Ergonomic: \_\_\_\_\_
7. Who can be required to work on public holidays (name four (4) occupations), and what should they be paid?
- 1) \_\_\_\_\_
  - 2) \_\_\_\_\_
  - 3) \_\_\_\_\_
  - 4) \_\_\_\_\_
- They should be paid \_\_\_\_\_
- \_\_\_\_\_
- \_\_\_\_\_
8. After how many hours of work in one week must overtime pay be provided? \_\_\_\_\_  
 What is the weekly maximum number of hours an employee can be required to work without a written agreement? \_\_\_\_\_  
 How much should you receive per hour worked in overtime? \_\_\_\_\_
9. If you have a health and safety concern at work, who should you first tell? (highlight one)
- a) a co-worker
  - b) the Ministry of Labour
  - c) your parent/guardian
  - d) your supervisor or employer
  - e) an inspector
10. Brad makes \$100 a week, and has been working at a restaurant for two years. His boss informs him that, although he is a good employee, he is no longer needed, and will be permanently laid off. How much termination pay, or how much notice, should Brad receive?
- \_\_\_\_\_
11. Omar is 20 years old and works full-time at a factory making \$9.00 per hour. One day his boss sends him home after he has worked only two hours. According to the minimum wage “three hour rule”, how much should Omar be paid?
- \_\_\_\_\_