



CLEO

Community Legal Education Ontario
Éducation juridique communautaire Ontario

LAWS ABOUT PAY

CANADIAN LANGUAGE BENCHMARK 2

This activity kit, designed to teach newcomers to Ontario in Adult ESL and LINC classes about their legal rights and responsibilities, includes:

| | |
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| <u>Introductory notes for instructors</u> | <u>1</u> |
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LAWS ABOUT PAY

INTRODUCTORY NOTES

Context outcomes Understand that workers have a right to be paid minimum wage, and that it is different for different kinds of work. Understand what deductions and vacation pay are.

CLB outcomes

-  Get information from very basic texts.
-  Get information from a simplified pay stub.

Activities Minimum wage: Four workers

Diego's pay stub

Vacation pay

Free companion resource
Your rights at work

The information in this activity kit is based on the CLEO publication called *Your rights at work*. Read the publication before using the activity kit, and keep it on hand for reference as you guide learners through the activities. You can find it on CLEO's web site at www.cleo.on.ca. To order free copies for your class, you can use the online order form or call **416-408-4420, extension 33**.

Please take note

Ontario's *Employment Standards Act (ESA)* is a law that outlines the rights of employees and the responsibilities of employers. The *ESA* sets minimum standards for working conditions. Many employers offer better.

The information in these activities applies to most but not all workers. Not all jobs are covered by the *ESA*, and in some cases only parts of the *ESA* apply. Some industries, such as banks, airlines, trucking and broadcasting, are regulated by the federal government. Learners should get legal advice if they have concerns.

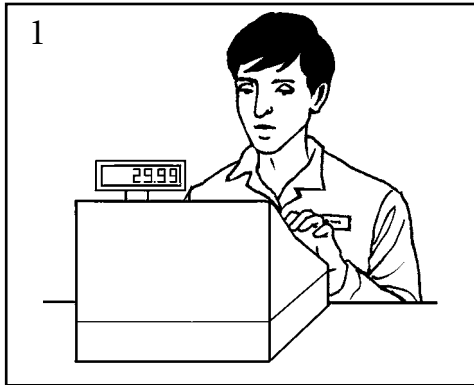
Immigration status does not matter. You do not need to be a Canadian citizen, permanent resident, or holder of a work permit to be covered by the *ESA*.

The information in these activities is not a substitute for legal advice. Every situation is different so learners with concerns should get legal help. They can contact their local community legal clinic. To find the nearest community legal clinic, check Legal Aid Ontario's web site at www.legalaid.on.ca or phone **1-800-668-8258** (toll-free). In Toronto, phone **416-979-1446**.

Minimum wage: Four workers

Most workers have the right to a minimum wage. It is not legal for an employer to pay a wage that is below minimum wage.

A. Match the pictures and the descriptions.



- ___ a. Diego is a cleaner. He works in an office building. His wage is \$9.50 an hour. This is minimum wage.
- ___ b. Sanjeev is a cashier in a store. He is 17 years old. He is a student. He works part-time. His wage is \$8.90 an hour. This is minimum wage for students under 18 years old.
- ___ c. Aster is a waiter. She serves alcohol. Her wage is \$8.25 an hour. This is minimum wage for workers who serve alcohol.
- ___ d. Simy works at home. She sews dresses for a clothing company. Her wage is \$10.45 an hour. This is minimum wage for homeworkers.

B. Fill in the chart about the four workers.

| Name | Job | Location | Wage |
|------|-----|----------|------|
| | | | |
| | | | |
| | | | |
| | | | |

C. Unscramble the words to make questions.

1. job his is what ? _____

2. much she how does make ? _____

3. her what wage is ? _____

4. where work he does ? _____

5. do does he what ? _____

Which questions have the same meaning? _____

D. Ask and answer questions about the four workers with another student.

Example:

- How much does Diego make?
- He makes \$9.50 an hour.

E. Questions for discussion.

1. What other kinds of work do homeworkers do?
2. Why do workers who serve alcohol have a different minimum wage?
3. Do workers in your home country have the right to a minimum wage?
4. What can you do if your wage is below minimum wage?

Diego's pay stub

On or before your payday, your employer must give you a **statement of your wages**. This is often called a **pay stub**.

A. Read the information from Diego's pay stub.

| | | |
|-------------------------------------|---------------------|--------------------------|
| Name: | Diego Romero | |
| Pay period: | June 14 to 27, 2009 | |
| Rate of pay: | \$9.50 an hour | |
| | Hours | Wages |
| Regular hours | <u>80</u> | <u>\$760</u> |
| Total hours | 80 | |
| Total wages | | \$760 |
| | | Deductions |
| Income tax | | \$86.64 |
| EI | | \$13.68 |
| CPP | | <u>\$37.62</u> |
| Total deductions | | <u>– \$137.94</u> |
| Total wages after deductions | | \$622.06 |

B. What deductions are on Diego's pay stub? Use the checklist.

- Income tax
- Employment Insurance
- Canada Pension Plan

C. Comprehension: Answer the questions about Diego's pay stub.

1. What is Diego's last name? _____
2. What is the pay period? _____
3. How long is the pay period? _____
4. What is his rate of pay? _____
5. Does Diego make an hourly wage? _____
6. How many hours did he work? _____
7. Does Diego work full-time? _____
8. How much does Diego make after deductions? _____

**D. Do you have a job? Do you know someone who has a job?
Fill in the chart.**

| | |
|-----------------|--|
| Name | |
| Job | |
| Location | |
| Wage | |

Use the information in the chart to write a story.

Vacation pay

Many workers get vacation pay on their paycheque.

Sanjeev gets vacation pay on every paycheque. His vacation pay is 4% of his regular wages. He can take two weeks of vacation every year. He gets his vacation time off with no pay.

Here is part of Sanjeev's pay stub.

| | | |
|----------------------------|---------------------|-----------------|
| Name: | Sanjeev Kumar | |
| Pay period: | June 14 to 27, 2009 | |
| Rate of pay: | \$8.90 an hour | |
| | Hours | Wages |
| Regular hours | <u>30</u> | \$267 |
| Total hours | 30 | |
| Vacation pay (4% of wages) | | <u>\$10.68</u> |
| Total wages | | \$277.68 |

A. Correct these sentences about the pay stub.

1. Sanjeev gets paid every month. _____
2. Sanjeev's wage is \$8.90 a week. _____
3. He works 30 hours a week. _____
4. He works full-time. _____
5. He doesn't get vacation pay. _____
6. His vacation pay is \$8.90 an hour. _____

TEACHING NOTES

Curriculum connections

LINC/Adult ESL:

Theme: Employment

Topic: Working in Canada

Theme: Canadian Law

Topic: Employment Law

Theme: Community & Government Services

Topic: Counselling & Advocacy

Vocabulary

law, legal, wage, minimum wage, hour, above, below, part-time, student, cleaner, waiter, homemaker, alcohol, dresses, work, serve, sew, get, pay, pay stub, pay period, rate of pay, wages, total, deductions, income tax, EI / Employment Insurance, CPP / Canada Pension Plan

Minimum wage: Four workers (pages 2-3)

Ask if any learners know what minimum wage is, and why it is called minimum wage. You may wish to introduce the concept of “minimum” with a situation in which lower than minimum is not OK (for example: minimum height requirement to ride roller coaster) or not legal (minimum drinking age, minimum driving age) and then explain that it is also not legal for an employer to pay less than minimum wage. Explain that minimum wage is set by the Ontario government, and it goes up when the government decides to increase it.

Answers:

A. 1. *b* 2. *c* 3. *d* 4. *a*

B. (answers may be written in any order)

| Name | Job | Location | Wage |
|---------|------------|-----------------|-----------------|
| Diego | cleaner | office building | \$9.50 an hour |
| Sanjeev | cashier | store | \$8.90 an hour |
| Aster | waiter | restaurant | \$8.25 an hour |
| Simy | homeworker | home | \$10.45 an hour |

- C. 1. What is his job?
2. How much does she make?
3. What is her wage?
4. Where does he work?
5. What does he do?
1 and 5 have the same meaning.
2 and 3 have the same meaning.

E. Go over the questions for discussion as a whole class, to ensure comprehension. Learners can discuss in pairs or small groups. You may need to distinguish between homeworkers, who do paid work in their homes (other examples include stuffing envelopes and telemarketing), and domestic workers, who work in an employer's home, usually as nannies or caregivers.

**Diego's pay stub
(pages 4-5)**

You may want to discuss different methods of payment, such as cash, cheque, and direct deposit. You may also want to point out that there are different pay periods, and that a 2 week pay period is common for many kinds of work.

Elicit what learners know about deductions. You can also teach "deduct" and "subtract".

Answers:

- C. 1. Romero 2. June 14 to June 27, 2009
 3. 2 weeks 4. \$9.50 an hour 5. Yes
 6. 80 7. Yes 8. \$622.06

**Vacation pay
(page 6)**

This activity introduces the concept of vacation pay. Most people are entitled to at least 2 weeks' vacation earned by working 12 months for the same employer.

Answers:

- A. 1. Sanjeev gets paid every two weeks.
 2. Sanjeev's wage is \$8.90 an hour.
 3. He works 15 hours a week.
 Or:
 He works 30 hours every two weeks.
 4. He works part-time.
 5. He gets vacation pay.
 6. His vacation pay is \$10.68.
 Or:
 His vacation pay is 4% of his wages.