

**Live Safe!  
Work Smart!**

**Bright Idea for Ontario Teachers!  
WorkSmartOntario Information Hunt**



Challenge your students to answer health and safety and employment standards questions by searching (and learning from) the Ministry of Labour's WorkSmartOntario website. This is a great assignment for Career Studies, Co-op, and guidance programs, or to meet the needs of the students you work with.

**Instructions:** Hand out the two pages of questions and refer students to [www.WorkSmartOntario.gov.on.ca](http://www.WorkSmartOntario.gov.on.ca) to find the information they need to answer the questions. The answer sheet for you is below. Feel free to add your own questions to these to suit the needs of your class!

## TEACHER ANSWER PAGE

**Answers are in bold**

*\*Indicates the section of WorkSmartOntario.gov.on.ca where answers are found.*

1. What kind of workers are not covered by the *Employment Standards Act*? (Circle all that apply) [1 mark]

- |                        |                              |
|------------------------|------------------------------|
| a) retail workers      | e) camp counsellors          |
| <b>b) bank tellers</b> | <b>f) radio broadcasters</b> |
| c) bartenders          | g) daycare workers           |
| d) actors              |                              |

*(\*Is my job covered?)*

2. What is the general hourly minimum wage? [1 mark]

**\$8.00 (as of February 2007 – will change to \$8.75 on March 31<sup>st</sup> 2008)**

List three (3) exceptions to this wage rate: [3 marks]

- 1) students under 18 working 28 hours a week or less or working during a school break or summer holiday**
- 2) employees who serve liquor**
- 3) homeworkers**

*(\*Minimum wage)*

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

- Right to know about hazards on the job**
- Right to participate in keeping the workplace safe**
- Right to refuse unsafe work**
- Responsibility to report hazards**
- Responsibility to report injuries to supervisor**

*(\*My basic health and safety rights)*

4. Enter the minimum age for the following jobs: [5 marks]

- |  |  |
|--|--|
| a. factory worker – <b>15 years old</b>    | d. construction worker – <b>16 years old</b> |
| b. window cleaner – <b>18 years old</b>    | e. logger – <b>16 years old</b>              |
| c. underground miner – <b>18 years old</b> |  |

*(\*Minimum age)*

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*. [2 marks]

1. **Must have a lunch break after 5 hours**
2. **Break must be 30 minutes**

(\*Eating periods/breaks)

6. Give one (1) example of each of the following types of hazards: [4 marks]

- Physical: **improper wiring, unguarded machinery, constant loud noise, etc.**
- Chemical: **cleaning products, vapours, fumes, gases, flammable materials, etc.**
- Biological: **exposure to bodily fluids, plants, fungi, insect bites, etc.**
- Ergonomic: **poor lighting, improperly adjusted chairs, repetitive motions, etc.**

(\*What is a hazard?)

7. Who can be required to work on public holidays (name four (4) occupations), and what should they be paid? [5 marks]

**Employees in hotels, motels, tourist resorts, restaurants, taverns, hospitals, and nursing homes or a continuous operation (one which operates 24 hours a day and does not close or shut down more than once in each seven day period) may be required to work if the public holiday falls on a day that would otherwise be a regular working day for that employee and the employee is not on vacation.**

**They should be paid either their regular rate for the hours worked on the public holiday, plus a substitute day off work with public holiday pay, or public holiday pay plus premium pay for each hour worked during the holiday.**

(\*Public holiday pay)

8. After how many hours of work in one week must overtime pay be provided? **44**  
What is the weekly maximum number of hours an employee can be required to work without a written agreement? **48**

How much should you receive per hour worked in overtime? **Time and a half**  
[3 marks]

(\*Overtime)

9. If you have a health and safety concern at work, who are you required to raise it to first? (circle one) [1 mark]

- a) a co-worker
- b) the Ministry of Labour
- c) your parent/guardian
- d) your supervisor or employer**
- e) an inspector

(\*Reporting hazards)

10. Brad makes \$100 a week, and has been working at a restaurant for two (2) 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? [1 mark] **\$200 or two weeks notice**

(\*Termination pay)

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? [1 mark]

**The greater of the two hours worked at his regular hourly rate (\$9.00/hour x 2 hours = \$18.00) and three hours at the current minimum wage (\$8.00/hour x 3 hours = \$24.00). Omar is therefore entitled to \$24.00. Note: This answer will change when the minimum wage increases.**

(\*Minimum wage)

**Total: /30**