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**M5 Lesson 1: The Employment Standards Act**

Core Competencies:

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| * Communication
 | * Thinking
 | * Personal & Social
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Big Ideas:

* Lifelong learning fosters career-life opportunities.

Curricular Competencies:

* Demonstrate inclusive, respectful, and safe interactions in diverse career-life environments
* Practice effective strategies for healthy school/work/life balance

In this assignment, students are introduced to the Employment Standards Act, and how the sections of the act apply to their working environment.

For Students:

Many students have worked, or are working in a part time job, but have no idea what the Employment Standards Act is, let alone what it covers. Start the class with asking students if they know how much of a break is mandatory when you are working in B.C., or if a uniform is required, who should pay for it, the employee or the employer? Students will often argue because they are unaware of the rules, reinforcing the need for them to know the act!

A lot of students start working without knowing their rights in the workplace and are sometimes taken advantage of by their employer without even knowing it! That's why it is so important that you take a few minutes to learn the basics of the [**Employment Standards Act** (](https://www2.gov.bc.ca/assets/gov/employment-business-and-economic-development/employment-standards-workplace-safety/employment-standards/factsheets-pdfs/pdfs/guide.pdf)<https://www2.gov.bc.ca/assets/gov/employment-business-and-economic-development/employment-standards-workplace-safety/employment-standards/factsheets-pdfs/pdfs/guide.pdf>)

The Employment Standards Act sets out the minimum standards that apply in most workplaces in British Columbia. This Act applies to all non-union employees who work in our province, including temporary foreign workers.

The attached guide for the Employment Standards Act contains general information about Employment Standards in British Columbia. Something to note is that different provisions (rules) can apply to certain sectors including high technology, agriculture, taxis, trucking, log harvesting, silviculture and oil and gas. Individual factsheets are available online available to explain the differences that apply in these sectors.

Take a few minutes to understand the act. If you ever feel that your employer is not adhering to the act, first approach your employer and try to solve the dispute yourself - at times it is just a misunderstanding and with a little communication, it can be easily resolved. Your dispute may not be investigated unless you have tried to solve it with your employer, however there is a self-help kit that is available online and at all Employment Standards offices to help you.

If a dispute cannot be resolved using the Self-Help Kit, a complaint may be filed using complaint forms available at Employment Standards offices and online. The Employment Standards Branch helps many employers and employees to resolve complaints informally and can assist more formally if required.

Forms, factsheets and additional information are available online at: [www.gov.bc.ca/EmploymentStandards](http://www.gov.bc.ca/EmploymentStandards).

Assignment

Now's your time to dig deep into the laws surround being employed in British Columbia, as they will definitely affect you once you start working!

Use the following guide to the Employment Standards Act to answer the questions in the assignment:

[A Guide to the Employment Standards Act](https://www2.gov.bc.ca/assets/gov/employment-business-and-economic-development/employment-standards-workplace-safety/employment-standards/factsheets-pdfs/pdfs/guide.pdf)

(https://www2.gov.bc.ca/assets/gov/employment-business-and-economic-development/employment-standards-workplace-safety/employment-standards/factsheets-pdfs/pdfs/guide.pdf)

Employment Standards Act assignment:

[Employment Standards Act.docx](https://comoxvalleyschools.instructure.com/courses/1017/files/411980/download?verifier=03RcikiN0B8G4WGddoOmzvR6vJqVBcAypjKZQKVa&wrap=1)

When you are finished, load your assignment into your CLE 10 myBlueprint eportfolio, as well as submitting it here.

Extension:

Look up current events or articles when employers have been found to be in violation of the Employment Standards Act. Have students present on the articles they have found. Ideally they will find examples from different sectors.

Assessment: