Get to know the

**Employment Standards Act**

Use the link on our Workplace Safety page to answer the following questions:

1. How long must employers keep records on former employees? \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_
2. When an employee’s work is terminated, how long does the employer have to pay out wages? \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_
3. What is the wage of an alcohol server per hour? \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_
4. How many hours of work trigger overtime pay? \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_
5. To how much vacation pay is an employee entitled? \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_
6. To how many weeks of vacation is a brand new employee entitled? \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_
7. At what point does an employee get an increase in weeks of vacation? \_\_\_\_\_\_\_\_\_\_\_\_\_\_
8. As a retail worker in Ontario, can you refuse to work on Sunday? \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_
9. How many employees must a company have before an employee is entitled to Emergency Personal Leave?\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_
10. How many weeks off do you get for donating a kidney? \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_
11. Can your employer require you to take a lie-detector test? \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_
12. If your employer does something wrong under the Employment Standards Act, can you be penalized for complaining? \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_