

BASIC RIGHTS OF AN EMPLOYEE

- To be paid a wage or salary
- Employer to provide a safe working environment
- Employer to provide tools and equipment to do the job
- Employer is not to be held responsible for any losses incurred while performing legitimate work on the behalf of the employer
- Right to be unionized

Work Week

- The standard work week amounts to a total of 40 hours (5 days a week). The work day is normally eight hours.
- Employee should not be required to work beyond 48 hours per week.

Over Time Work and Pay

- Overtime is where an employee works extra time that falls beyond the normal hours of work (8:00a.m -4:00 p.m.) or the agreed hours of work.
- Overtime payment maybe paid for work completed in excess of 40 hours. Alternately, time in lieu of pay can be given.
- Overtime work is not compulsory.
- Where overtime pay agreed upon, the principle of time a half pay applies after normal working hours. Overtime is based on 50% of the employee's usual hourly wage.
- Double time pay applies for work done on public holidays, Saturdays/ Sunday

Termination: Just Cause

Termination can occur where an employee steals, cheats or lies to an employer.

Sick Leave

A maximum of two days without a medical certificate is allowed.



Regional Management Services Inc.