

GUIDE FOR NEW WORKERS



Working
together to make
SASKATCHEWAN
a safer place
to work.

WorkSafe
SASKATCHEWAN
Safety • Health • Well-being

For additional information
about employment
standards and occupational
health and safety, visit:

saskatchewan.ca

worksafesask.ca

Identifying Information

Name

Address and postal code

Telephone number(s)

Email

INFORMATION FOR EMERGENCIES

Allergies

Medications

Blood type

Physician's name and phone number

EMERGENCY CONTACTS

Name

Relationship to me

Phone number(s)

Introduction

The Guide for New Workers focuses on helping new or young workers make a successful transition to work. The resources promote the development of safe, fair, co-operative, representative and productive workplaces.

New workers and employers know that it takes more than a job to be ready for work. This guide brings together valuable workplace information covering a broad range of topics.

The topics are organized by the four phases of the job cycle:

1. Entering or re-entering the job market.
2. Starting a job.
3. During a job.
4. Leaving a job.

For more information on the employment standards and occupational health and safety topics discussed in this guide, visit saskatchewan.ca.

If you are 14 or 15 and want to take The Young Worker Readiness Certificate Course (YWRCC), visit saskatchewan.ca/ywrcc/.

Who's covered?

In Canada, some jobs are governed by provincial laws, while others fall under federal laws. Although *The Guide for New Workers* is written primarily for jobs under Saskatchewan's provincial jurisdiction, it will be helpful for all new workers.

Whether the job you seek is under federal or provincial jurisdiction, your employer will expect you to have good work habits (e.g., be on time, do the best job you can, work safely, etc.). Similarly, how you approach finding a job (e.g., looking online, preparing a resume, networking, job research) is not determined by federal or provincial laws about work.

Federal law

Many jobs in Saskatchewan are regulated through federal law. Most federal laws and regulations for work are found in ***The Canada Labour Code***.

The Canada Labour Code (labour standards and occupational health and safety) applies to employees in industries like:

- Inter-provincial and international services such as railways; international highway transport; pipelines; telephone, telegraph and cable systems; shipping and shipping services;
- Radio and television broadcasting;
- Air transport;
- Banks;
- Most grain elevators, flour and seed mills;

- Uranium mining and processing; and
- Most federal crown corporations and the federal public service.

For more information about ***The Canada Labour Code***, visit laws-lois.justice.gc.ca/eng/acts/l-2/.

Provincial laws

The Saskatchewan Employment Act contains 12 laws for work in our province:

Part II Employment Standards, Part III Occupational Health and Safety and Part VI Labour Relations.

Although Part II of ***The Saskatchewan Employment Act*** covers many occupations in Saskatchewan, there are some notable exceptions and variations in coverage that the new worker should know.

Partial Exemptions under Part II – Employment Standards

Businesses in which only immediate family members are employed are totally exempt from employment standards. However, if a non-family person is hired, then employment standards apply to that employee, as well as the family members.

An immediate family member is:

- A spouse of the employer or a person with whom the employer cohabits and has cohabited as a spouse in a relationship of some permanence;

- A parent, grandparent, child, grandchild, brother or sister of the employer; or
- A parent, grandparent, child, grandchild, brother or sister of the employer or the employer's spouse.

Farming, ranching and market gardening

Employment standards do not cover employees producing food on farms, ranches or market gardens. However, the employment standards division can help employees to get back unpaid wages that are owed under the contract of employment.

Employment standards do cover employees working in:

- Egg hatcheries, greenhouses and nurseries;
- Bush clearing operations; and
- Commercial hog operations

Sitters

You are a sitter if you are hired privately to come in on an occasional short-term basis to allow care givers, like parents, to go shopping, go to the movies, etc.

As a sitter, you are not covered by Part II of the Act.

Domestic workers

If you're hired to perform work in the private residence of the employer related to the management and operation of the household (e.g., cleaning, washing and gardening), you're a domestic worker.

Come-in domestic workers are entirely covered by Saskatchewan's employment standards. Some special rules apply to live-in domestic workers.

For more information, contact the employment standards division office closest to you.

Care providers

You're a care provider if you're hired for the care and supervision of an immediate family member in either the home of the employer or the home of the family member requiring care.

Come-in care providers are exempt from minimum wage, overtime and the requirement to provide notice of termination or pay instead of notice. All other employment standards apply.

There are some special provisions for live-in care providers. For more information, contact the employment standards office closest to you.

Home workers

If you are an employee and work out of your own home, you're a home worker. You might do work such as sewing, taking orders for goods or services over the phone, or office work via computer links.

As a home worker, you're entitled to all the rights and benefits of ***The Saskatchewan Employment Act***. That includes leaves, notice of work schedules, meal breaks, notice of termination and so on.

Fishers and trappers

Fishers and trappers are exempt from most sections of Part II of the Act. However, all the rules covering the payment and collection of wages, record keeping and payroll administration do apply to fishers and trappers who employ workers.

For more information, contact the nearest employment standards division office.

Student learners

Student learners, such as student teachers, school and college work placements, are not employees. They are exempt from Part II.

“Student learner means a person who:

(i) is enrolled in an educational program at an educational institution recognized by the minister; and

(ii) is receiving skills training that is a requirement to receive a designation from an educational institution recognized by the minister;

but does not include an intern.”

Apprentices

Apprentices are regulated under ***The Apprenticeship and Trade Certification Act, 1999.***

Apprentices getting on-the-job experience with an employer are employees and are covered by Part II.

Athletes

Athletes engaged in activities related to their athletic endeavour are exempt from Part II.

For example, athletes are exempt while they are competing in their sport, playing for their team or participating in fund raising or public relations activities for their sport or team.

Athletes employed outside of their athletic endeavour are covered by Part II.

For example, an athlete working a second job at a retail store would be covered by employment standards while working at the store.

Employees working in other jurisdictions

If you are employed by a Saskatchewan company, but work in another province, you are covered by the rules of that province.

For example, say you work in Alberta and Saskatchewan on the same day. Alberta rules apply while you work in Alberta and Saskatchewan rules apply while you work in Saskatchewan.

Overtime exemptions

Overtime pay is 1.5 times the employee's hourly wage rate. Most employees covered by Part II are eligible for overtime pay.

Some types of employees are completely exempt, exempt from some sections or governed by special overtime rules.

An employer can negotiate a modified work arrangement (MWA) with the employees or apply for a permit from the employment standards division to vary the standards.

Employees earn overtime by the week or day. (A “week” is any consecutive seven day period the employer uses to schedule work. A day is any period of 24 consecutive hours starting when the employee begins working.) Weekly hours of work are set at 40. In a regular work week, eligible employees earn overtime after working more than 40 hours. In weeks with a public holiday, eligible employees earn overtime after working more than 32 hours.

Employers can organize the 40-hour week around one of two daily limits – five, eight-hour days or four, 10-hour days. Eligible employees scheduled to work eight hours in a day earn overtime after eight hours. Eligible employees scheduled to work 10 hours in a day earn overtime after 10 hours. This applies even if the employee works less than 40 hours in a regular work week or 32 hours in a week with a holiday.

Employees who work less than 30 hours per week earn overtime after working more than eight hours in any 24-hour period. They cannot enter into modified work arrangements or be covered by an averaging of hours permit.

All employees eligible for overtime can request an overtime bank, including those working fewer than 30 hours per week.

Overtime banks allow employees to take 1.5 hours of work off during normal work hours at regular pay for each hour of overtime banked.

The rules governing overtime do not apply to:

- Managers and professional employees
- Certain types of traveling salespersons
- Live-in domestic workers, or come-in or live-in care providers
- Employees working for mineral exploration operations north of Township 62 (roughly above the northern boundary of Meadow Lake Provincial Park) (employees in office occupations get overtime pay).
- Employees working as outfitters anywhere in the province, or
- Employees in the logging industry including employees providing support services, such as security and food services (employees working in an office, saw mill or planning mill get overtime pay).

 **Contact Information****Employment Standards Division**

1.800.667.1783

Estevan**Employment Standards Division**

123 - 1302 3rd Street

Estevan SK S4A 0S2

Tel: 306.637.4572

Fax: 306.637.4574

Moose Jaw**Employment Standards Division**

222 - 110 Ominica Street W.

Moose Jaw SK S6H 6V2

Tel: 306.694.3737

Fax: 306.694.3815

North Battleford**Employment Standards Division**

#140 - 1146 102nd Street

North Battleford SK S9A 1E9

Tel: 306.446.7491

Fax: 306.446.8729

Prince Albert**Employment Standards Division**

P.O. Box 3003

3rd Floor, L.F. McIntosh Building

800 Central Avenue

Prince Albert SK S6V 6G1

Tel: 306.953.2715

Fax: 306.953.2673

Regina

Employment Standards Division

300 - 1870 Albert Street

Regina SK S4P 4W1

Tel: 306.787.2438

Fax: 306.798.8001

Saskatoon

Employment Standards Division

809 - 122 3rd Avenue N.

Saskatoon SK S7K 2H6

Tel: 306.933.5042

Fax: 306.933.5444

Swift Current

Employment Standards Division

204-350 Cheadle Street W.

Swift Current SK S9H 4G3

Tel: 306.778.8246

Fax: 306.778.8682

Yorkton

Employment Standards Division

72 Smith Street E.

Yorkton SK S3N 2Y4

Tel: 306.786.1390

Fax: 306.786.1541

Occupational Health & Safety Branch

1.800.567.7233

 **Contents****The Big Picture14**

Introduction	15
Facts about young workers	17
The Canadian Charter of Rights and Freedoms.....	19
Entrepreneurship.....	20
Using this guide.....	22

The Job Cycle24

Topics at a glance.....	25
Age.....	27
Starting a job.....	59
Pay and benefits.....	91
Leaving a job	156
Agencies to contact.....	163

My Profile 168

My vision statement	169
Entering the labour market	170
Making progress (during a job).....	175
Things to do (leaving a job)	183
Acknowledgments.....	188

The Big Picture



Introduction

The job cycle

This guide is designed for new or young workers. It can also help employers and supervisors.

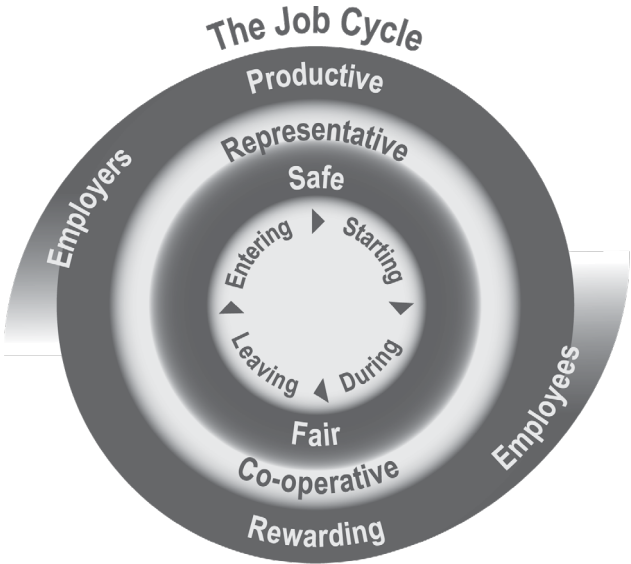
The guide answers a lot of everyday work-related questions. Good communication is very important for a good working relationship between workers and supervisors/employers.

New workers have many questions about the job and the workplace. New workers are also more likely to be injured than more experienced workers. For this reason, health and safety is emphasized throughout the guide.

New workers are continually entering or re-entering the workforce. There is a continual process of starting and leaving jobs.

The following diagram shows that more productive and rewarding workplaces are those that respect:

- Health and safety;
- Fairness and equity;
- Co-operation and teamwork; and
- Inclusiveness and diversity.



Facts about young workers

Due to their lack of experience, youth are extremely vulnerable to workplace injuries.

Injuries occur in all industries, but the four industries listed below account for the highest number of youth work injuries.

This high injury rate could be because these are where most young, inexperienced workers are employed.

- Commodity, wholesale, retail;
- Service industry;
- Government and municipal;
- Building construction; and
- Manufacturing and processing.

Workplace injury statistics for youth aged 14-24 in Saskatchewan:

- On average, this age group has over 3,400 work injuries every year.
- 65 per cent of young workers injured are male.

The top three causes of injury are:

- Struck by object (struck by slipping hand-held object, falling object, dislodged flying object, particle, etc.)
- Overexertion (lifting, carrying, pulling or pushing objects, turning or wielding objects, etc.)
- Bodily reaction (bending, climbing, crawling, reaching, twisting, slip, trip, stepped on or in, loss of balance – with or without twisting – without fall, etc.)

Remember: There are some industries you can't work in until you are 16 or older.

See Section 14, and Tables 7 and 8 of *The Occupational Health and Safety Regulations, 2020*.

The Canadian Charter of Rights and Freedoms

The Charter ensures the fair treatment of all people in Canada. It is relevant in each phase of the job cycle.

Your rights as a Canadian citizen include:

- The right to vote or be a candidate in federal and provincial elections.
- The right to enter, remain in, or leave Canada.
- The right to earn a living and reside in any province or territory.
- The right to communicate in English or French with the federal government and certain provincial governments.
- The right of French and English minorities in every province and territory to be educated in their own language.
- The right to apply for a Canadian passport.

Your responsibilities as a good citizen include:

- Allow other Canadians to enjoy their rights and freedoms.
- Eliminate discrimination and injustice.
- Understand and obey Canada's election rules in federal, provincial and municipal elections.
- Respect public and private property.
- Support Canada's ideals, building the country we all share.

Entrepreneurship

New and young workers today have many opportunities to develop their entrepreneurial skills and business interests.

The business community is open to the ideas of young people as never before. Every day you hear or read about the development of a new product or service that has the imagination, initiative and energy of young workers behind it.

No two entrepreneurs are alike. Some of the general skills you need to be a successful entrepreneur are the ability to:

- Recognize opportunities
- Carry out research to figure out if you have identified a viable opportunity
- Develop an innovative idea
- Communicate your vision to investors or potential partners
- Make financial plans and figure out costs and budgets, and
- Set goals and priorities, and follow through on your plans.

As an entrepreneur, you may work independently or for a company. Entrepreneurs can make significant contributions to the productivity and profitability of their own businesses or corporations.

Programs that support young persons' interest in business entrepreneurship include:

- Futurpreneur Canada, a non-profit organization that helps entrepreneurs between the ages of 18 to 39 with financing and mentorship. Go to: futurpreneur.ca
- Women Entrepreneurs of Saskatchewan – wesk.ca
- Community Futures – cfsask.ca
- Western Youth Entrepreneur Program, Community Futures Development Corporation of Western Canada (CFDC), Western Economic Diversification Canada – www.wd-deo.gc.ca/eng/home.asp
- Young Entrepreneur Financing Program, Business Development Bank of Canada – bdcc.ca/en/i-am/young-entrepreneur
- Junior Achievers Company Program – saskatchewan.jacharters.org/program/company-program

Visit their websites. Telephone numbers for some of the programs listed above appear in the agencies to contact section later in this guide.



Using this guide

The guide is about real situations you'll encounter while in the job cycle.

It is organized into topics within each phase of the job cycle. Questions and answers appear under each topic in the guide.

The topic list (an index) gives you the page numbers to go to for the questions and answers on each topic.

The agency contact section provides phone numbers for key workplace agencies.

The personal sections in the guide provide places for you to record your own information or contacts.

The guide provides brief and general information. Visit saskatchewan.ca for more information about the health, safety and employment standards topics discussed in this guide.

The Job Cycle

Topics at a glance

Age.....	27
Job market.....	30
Employers need.....	31
Employees need a SIN	34
Exploring careers	35
Starting my own business.....	37
Apprenticeship.....	38
Applying for a job.....	40
Employment equity.....	49
Interviews.....	51
Starting a job.....	59
First day	64
Rights and responsibilities for safety.....	69
Safety on the job	72
Human rights.....	83
Unions	87
Pay and benefits.....	91
Work schedule.....	102
Holidays, vacation and time off work.....	107
Sick or injured	113
Smoking, drinking, drugs.....	118
Stress.....	120
What's harassment?	122
Support on the job.....	129
Getting along.....	131
Evaluation on the job	134
Getting ahead.....	138
Time off work	145
Benefits (to hold on to)	152
Leaving a job	156
Employment Insurance	160
Agencies to contact.....	163



P
H
A
S
E

O
N
E

The Job Cycle

 **Age****What age can I start working?**

Under Saskatchewan's employment standards, the minimum age of employment is 16 years of age.

People under the age of 14 can work if their parents get an authorization to vary youth employment Rules permit from the director of the Employment Standards Division. This authorization does not allow young workers to work in industries or perform tasks prohibited by occupational health and safety laws.

Fourteen and 15 year olds can work if they have both:

- The written consent of one of their parents or guardians, and
- A certificate of completion from the young worker readiness certificate course.

As well, 14 and 15 year olds cannot work:

- More than 16 hours in a week when school is in session
- Before classes begin on a school day, and
- After 10:00 p.m. on an evening before a school day.

During school breaks (when school is not in session) and vacations:

- Youth can work the same hours as other employees; and
- All other employment standards apply.

Under occupational health and safety rules, you have to be 16 years old or older to work in the following workplaces:

- On a construction site.
- In a production process at a pulp mill, sawmill or woodworking establishment.
- In a production process at a smelter, foundry, refinery or metal processing or fabricating operation.
- In a confined space.
- In a production process in a meat, fish or poultry processing plant.
- In a forestry or logging operation.
- On a drilling or servicing rig.
- As an operator of powered mobile equipment, a crane or a hoist.
- Where exposure to a chemical or biological substance is likely to endanger your health or safety.
- In power line construction or maintenance.

If you're less than 18 years of age, you can't work:

- Underground or in an open pit at a mine
- As a radiation worker
- In an asbestos process or silica process, or
- Where you need to use an atmosphere-supplying respirator.

Can I work during school hours?

The Education Act may require you to get the written permission of your school principal if you are under the age of 16 and want to work during school hours.

What else do I need?

You will also need to:

- Set up a bank account.
- Get a social insurance number (SIN card) from Service Canada.

Fourteen and 15 year olds must provide their employer with:

- Written consent from a parent or guardian.
- Copy of the YWRCC Certificate of Completion (if you are under 16 years of age).



Job market

What is the job market?

The need for workers in different jobs makes up the job or labour market. You will have a better chance of finding a job if you know the characteristics of the labour market in your area.

Are there occupations in which it's easier to find work?

Let's say you're interested in working in an office as a data entry clerk. If the number of job openings as a data entry clerk exceeds the number of people available to work as data entry clerks, then we say that data entry clerk is a demand occupation. Data entry skills are hard-to-find skills.

If the number of people available to accept work as data entry clerks exceeds the number of job openings, then we say that data entry clerk is a surplus occupation.

Knowing what the demand or surplus occupations are in your area will help when you're looking for work.

How can I find out about those occupations?

To learn about occupations you're interested in, your teacher may have online interest-inventory tools you could try. You can also review job ads online.

The SaskJobs website at saskjobs.ca also provides career postings from many employers.

Employers need...

What should a worker be like?

All new workers need to know what employers' expectations are for a new worker's skill level, attitude and what they need to know.

Though employers will expect slightly different things, the Conference Board of Canada identifies the basic skills needed for employability and self-employment:

- **Academic:** communicating, managing information, using numbers, thinking and problem solving.
- **Personal management:** showing positive attitudes and behaviours, being responsible, working safely, being adaptable and learning continuously.
- **Teamwork:** working with others and participating in projects and tasks.

A Conference Board of Canada article, *Science Literacy for the World of Work*, lists the competencies specific to science, technology and mathematics. It identifies employee knowledge, skills and abilities needed for an innovative, productive and competitive workforce:

- Attitudes and behaviours
- Critical-thinking skills
- Communication skills
- Science, technology and work
- Numeracy

- Problem solving
- Participating in projects and tasks independently or as part of a team, and
- Information technology.

This list includes the area of health, safety and the environment. Important in this area is the idea of recognizing substances, circumstances and actions that may be hazardous to people and the environment, and acting appropriately to deal with them.

Checking with your employer to see if you have what they need often takes place in the interview. Your employer will expect you to have specific employability skills to start and they will expect you to learn tasks specific to the job you'll be doing. Your employer should provide adequate orientation and training.

How do I let an employer know I have what they want?

First step, know the employability skills listed by the Conference Board of Canada. Look at yourself.

Think about your skills. How well do they match the Conference Board of Canada list?

You can communicate your skills and achievements in these ways:

- Resume
- Portfolio, or
- Interview.

A resume is the most common way to communicate your skills, abilities and accomplishments. It contains a summary of what you've done, your training and any work experience.

Although your schooling (academic training) will be important for some jobs, getting other jobs will depend on the work you can show you've done.

Work in this sense refers to specific courses or job experience that would help you on the job, for example, things like CPR, first aid, and any occupational health and safety training you received in school. Have you participated in a work experience organized by your school?

All of the things that you've done – supported by any certificates received at the end of your training – form the basis of a portfolio. Developing your portfolio to show to employers not only communicates the things you've done and your skills, it shows you're organized.

Though an interview may be one of the best opportunities to communicate what you can do, it may be much easier to do so when you have something concrete, like a portfolio, to show.

 **Employees need a SIN****What's a Social Insurance number (SIN)?**

Your SIN is your personal identification number for purposes of employment and income tax in Canada. You need a SIN to work.

You should get your SIN before you start working.

How do I apply for a SIN card?

You can get an application form at a Service Canada office or download one from the Service Canada website at servicecanada.gc.ca. You can submit your application in person to a Service Canada office or submit it by mail. A document that proves your identity and status in Canada must accompany your application.

For further information, contact Service Canada by telephone: 1.800.206.7218 (select option “3”) (toll free).

How much does it cost to get one?

Your SIN card is free of charge.

Exploring careers

What's career exploration?

When you do career exploration, you're really taking a hard look at yourself and at the labour market, and trying to decide where you fit best.

Step 1: Know yourself. Ask these questions and find answers:

- What are the skills I have at this point in my life? What am I good at?
- What kind of work tasks do I like doing or think that I might like?

Step 2: Take a close look at the labour market. Know which occupations are in demand and get a general idea of which jobs match your skills and interests.

Step 3: Make a decision to pursue one or more occupations that fit your skills, interests and the labour market situation. Plan the steps it will take to reach your goal of employment in a certain occupation.

That might mean you have to work in another job to make the money you need to go back to school to be trained for the job you really want.

What's career planning?

Career planning involves looking at the labour market five, 10 or 15 years from now to find out where the demand for workers will be.

With this knowledge and an idea of the kind of work that interests you, plan your job search and training to match work areas where workers will be needed in the future.

Employment agencies and guidance counselors can help you find information about specific careers and areas of high demand.

What's life-long learning?

The knowledge and technology of the modern workplace is changing rapidly. You will need to upgrade your knowledge and skills regularly.

Jobs evolve to include new and different skills. You will need to continue to learn what's necessary to do your job.

Life-long learning means improving your current job skills and developing new skills that may lead you into other jobs. Life-long learning is an important aspect of your career planning.

Starting my own business

Have you ever wondered if you have what it takes to start your own business? Successful small business owners often have these qualities:

- Drive
- Thinking ability
- Competence in human relations
- Communication skills, and
- Technical knowledge.

Even if you think you don't have all these qualities, it is possible to develop them while you plan and build your business.

You can get useful information about business development from Saskatchewan Economic Co-operative Development and from the Canada-Saskatchewan Business Service Centre.

Libraries, bookstores and computer software stores also carry information on how to develop a business.



Apprenticeship

What is apprenticeship training?

Apprenticeship training leads to certification in a trade.

Apprenticeship training is a great way to learn job skills while earning a wage. It combines hands-on learning where experts in a trade (called journeypersons) pass on their knowledge and expertise to employees (called apprentices) right on the job. This practical training is combined with periods of technical training, usually at a technical institute.

Apprenticeship training takes two to five years to complete. As you progress in the program, your salary increases. When your training is complete and you pass a journeyperson examination, you will already have a good paying job and a bright future.

Apprenticeship opens doors to other opportunities too. The skills you learn in your apprenticeship are portable. You can move anywhere in the province and, if you obtain certification through the Red Seal Program, you can work in your trade anywhere in Canada.

Some journeypersons start their own businesses. Some work in the trade or become teachers, trade instructors, or sales representatives.

Apprenticeship leads to quality jobs – now and in the future.

In Saskatchewan, apprenticeship training takes place in over 40 designated trades throughout the agriculture, construction, mining/manufacturing/maintenance, motive power/mechanical repair, and tourism/hospitality/service sectors.

How do I register to become an apprentice?

There is a fee to register. The Apprenticeship and Trade Certification Commission is located at 2140 Hamilton Street in Regina, 306.787.2444 or 1.877.363.0536, or visit saskapprenticeship.ca.

How do I start?

1. Stay in school. Most employers prefer to hire high school graduates with courses in mathematics, science and communications.
2. Contact the Apprenticeship and Trade Certification office in your area for more information about specific trades, entrance requirements and tips on how to find an apprentice opportunity.
3. Find an employer or union willing to train you as an apprentice. The Apprenticeship and Trade Certification office will help you and your employer sign the apprenticeship contract.

Now you are ready to start!

Applying for a job

What does an employer need to know about me?

Most employers would be pleased to know that you possess the employability skills endorsed by the Conference Board of Canada.

Expressed more simply, employers will want to know whether you're:

- Capable of doing or learning the job
- Able to get along with others, and
- Have the right attitude toward work.

Employers often say: “Just give me someone with basic skills and a good work attitude and I’ll train them.” Just what is a good work attitude?

It can refer to all of the following traits and others:

- Reliability
- Honesty
- Responsibility
- Punctuality
- Good customer service
- Initiative
- Getting along with others
- Thoroughness
- Safety conscious

These attitudes reflect the personal qualities that people learn at home, in school, or in other situations.

Employers highly value employees who have a strong, positive attitude about work. In most work situations it isn't enough just to be able to do a specific job in isolation.

Being honest, being interested in providing the best service possible, showing that you can be counted on and that you get along well with others are all important.

What's the best way to look for jobs?

There's probably no one best way to look for a job. The more you do, the more likely you are to get the results you want.

Making your interest in working known to everyone you know is a good start. By telling (and retelling) everyone you know that you're looking for work, you increase the network of people who can connect you with an employer or who can tell you about a job opening.

Making your own business card and showing your interest in working, will go a long way to letting people know you're serious about your job search.

Places most people look for jobs are:

- Newspapers
- Employment websites
- Employment centres
- Employment publications
- Union centres
- Community bulletin boards, and
- Store windows.

How should I apply for jobs?

You can apply for jobs in different ways:

- Applying for an advertised job according to the employer's instructions (online, mailing, faxing, or taking in your resume and a cover letter).
- Walking-in off the street with your resume.
- Contacting the employer directly by telephone to make an appointment for an interview.
- Going to a job finding club.

What's involved in a resume?

A resume briefly summarizes the parts of your experience that are relevant to work.

Resumes usually include the following sections:

- Name, address, telephone number and email.
- Employment objective (the kind of work or job you are looking for).
- Skills and personal qualities.

- Education and any other training (short courses, certificates).
- Work experience (summer jobs, part-time work). Volunteer experience (any community or school activity where you helped out).
- Achievements or awards.

You can attach the names, addresses and telephone numbers of references to the back of the resume. Alternately, you can present them to the employer at an interview if the interviewer asks for them.

Do I need references?

References are other people who can speak positively about you to an employer. You usually need three references.

People can act as references in different ways. They may:

- Write a letter of reference and give it to you or the employer you want to work for
- Fill in a form (provided by the employer) describing your qualities and their experience with you, or
- Agree to speak on your behalf to an employer who contacts them by phone.

Who would make a good reference?

Good references are people who can speak positively about your ability to work, and/or you as a person.

If you haven't worked for pay, you might ask someone to be a reference who has observed you working as a volunteer. Teachers also make good references.

If you have worked, then it makes sense to ask your past employer(s) to give you a reference as long as you weren't fired from the job.

If you haven't worked or haven't been a volunteer, ask your teacher, doctor or member of the clergy.

Avoid asking your friends or close family members for a reference. Because of their positive bias toward you, their view of you is too subjective.

Do I need permission to use someone as a reference?

Definitely. You must ask someone for their permission before you use them as a reference.

How should I fill in an application form?

Many companies require that you fill in their application forms online and submit a resume.

It is also a good strategy to go in person to apply at potential employers. Application forms are usually picked up at the company's personnel or human resources office. You can simply go in and say, "I would like to apply for a job. May I please have an application form?" Or "Do you have any job openings for students?" Then thank the person.

Important things to remember when filling in an application form:

- Follow the directions carefully: most application forms tell you what is wanted, e.g., write in ink, print, etc.
- Complete: answer all the questions that apply to you. Don't leave any sections blank unless you can't get the information. Try to obtain any information you don't have but can get.
- Accuracy: be exact about the details, such as dates, wages, etc.
- Neatness: make your application neat and clear.
- Rough copy: make a rough copy first, then the good copy.

You can attach your resume to an application form, but some employers won't use it. That's why you should fill-in the application form completely.

Always get someone to look over the rough copy of your application form and make suggestions for improvement. Learning to fill in applications, like doing good cover letters, is a process of continuous improvement.

What should I say in a cover letter?

A cover letter is your chance to convince the employer that you're the best candidate for the job. It's your opportunity to tell the employer exactly how your training and/or experience qualifies you to do the work.

In a cover letter, show that you have the qualifications and/or experience requested in the job ad or job description.

A cover letter usually has eight parts:

1. Your name and complete address.
2. The date.
3. The employer's name and position (if known), company name and complete address.
4. Greeting (e.g., Dear_____).
5. 1st paragraph: tell the employer you are applying for a particular job (state title if known). Mention where you heard about the job opening. Indicate you're enclosing your resume.
6. 2nd and 3rd paragraphs: highlight any work or volunteer experience and training that qualifies you to do the job. Mention any positive comments others have made about your work or performance.
7. 4th paragraph: ask for an interview and thank the employer for considering your application.
8. Close: Sincerely, or Yours truly.

Start each part at the left margin and separate each part with a double space.

Sample cover letter

(applying for a job as a salesclerk)

Your name and full address

Date

(Mr., Mrs., Ms.) name of person you are writing to and their full address

Dear Mr., Mrs., Ms. (last name),

I am interested in applying for the position of sales clerk as advertised in the (newspaper) on (date). My resume is enclosed for your review.

My employment experience includes working in my uncle's confectionery for the last two summers. I was responsible for serving customers, handling the cash and taking inventory. Because of my computer experience, I was able to help my uncle set up a computerized cash system. My uncle said he would recommend me to any employer who wanted a hard working, conscientious employee.

In school, my teachers see me as an outgoing, enthusiastic person who is well organized. My participation on school committees helped develop my ability to work effectively with others. I know I could bring excellent work skills to the position of sales clerk with (name of company).

Thank you for considering my application. You can contact me at (telephone number) to arrange an interview.

Yours truly,

Your signature; Your name (if word processing)

Employment equity

What's employment equity?

Certain groups of people in Saskatchewan have historically missed out on opportunities for employment that were available to the mainstream population. These groups included persons of Aboriginal descent, persons with disabilities, minority groups and women.

The disadvantages faced by these groups prevent them from participating in the workplace in numbers that reflect the size of their presence in the Saskatchewan population. These groups are still underrepresented in the workforce.

A representative workforce means that if a particular disadvantaged group makes up 20 per cent of the working age population, then 20 per cent of the workforce should be composed of persons from this group. Employment equity seeks to increase the participation of disadvantaged groups in the workforce.

How do I know if employment equity can help me?

Employment equity may help you if you are a member of one of the groups mentioned and are recognized under human rights.

Many companies today have employment equity programs and many employers ask if you are a member of an equity group when you apply for a job.

Often, there's a place on job applications where you can indicate you're an equity group member. Through this self-identification you may be able to apply for those jobs.

Employment equity programs do not change the entrance requirements for jobs. Employment equity applicant must be fully qualified for any position they apply for. In a hiring situation where two applicants are equally qualified for a job, the employment equity applicant may be preferred.

Interviews

What's an interview all about?

Interviews are conversations between employers and people who want to work. An interview is another opportunity, apart from your cover letter, for you to present yourself in a good light and convince the employer that you have the skills and attitude to learn the job and do it well.

Interviews give the employer an opportunity to see if you have what it takes to do the job. If the employer is interviewing several people, it provides an opportunity to see if you are the best candidate for the job.

Parts of an interview:

1. Introduction: when you introduce yourself to the receptionist, employer, others in the interview.
2. Employer's questions: asks you questions about your previous experience and your skills, etc.
3. Your questions: ask specific questions about the job.
4. Close: when the interview ends.

All parts of the interview have a purpose and importance.

You can improve your chances of being hired for a job by developing the skills you need for each part of the interview.

How can I get ready for an interview?

Preparing for an interview may determine your success in getting a job. It's that important.

Some things you can do:

- Visit the company or its website to find out about it.
- If you know something about the company, the employer will see that you took the time to learn about it. This shows the employer that your interest is more than casual.
- Find out about the job you're applying for.
- Learn about the duties of the job and think about how you would handle them. Are there things you've done that would help you do these tasks? Talk to others working in the job.
- Find out the typical questions asked
- Although no two interviews will be the same, there are standard question lists. Anticipate the questions you will be asked.
- Practice interviews. Ask your friends or family to give you a practice interview. Rehearse your answers to typical questions.
- Learn what's appropriate and what isn't in interviews. Interview etiquette exists. Work on the way you present and handle yourself in an interview. Find out what are appropriate questions and behaviours, and how to handle inappropriate questions if the interviewer asks one.

You can get this information from guidance counselors, employment centres, libraries and organizations noted in this publication.

What questions will an employer ask me?

No two interviews will be the same, so it's impossible to anticipate exactly what questions you will get. Here are some general questions that will help you with many interviews:

- Tell me about yourself (i.e., your work experience, training, qualifications for the job).
- What is your greatest strength?
- What weakness do you need to improve?
- Have you done this kind of work before?
- Tell me about the work you've done before.
- What skills do you have that will help you do this job?
- Which machines and equipment can you operate?
- Are you willing to work part-time? (Casual, shifts, evenings, weekends)?
- What salary do you need?
- Why do you want to work here?
- Why did you leave your last job?
- How do you get along with other people at work?
- How do you cope with stress?
- Do you have any problems that would prevent you from doing this job?

- Is there anything that would prevent you from getting to work on time?
- When could you start work?
- What are your future work/career plans?
- Do you have any questions?

You can also expect to be asked some: “What if ...” questions. These are questions where the interviewer describes a work situation and asks you to come up with a solution to a problem.

The interviewer might also ask you how you handled a work situation or problem in the past if you have worked before.

Which questions aren't appropriate?

To discourage and eliminate discrimination in interviews, *The Saskatchewan Human Rights Code* forbids employers from asking:

- About foreign addresses which would indicate your national origin.
- About your place of birth or national origin.
- For your photo.
- A question that would cause you to identify a religious affiliation.
- About your citizenship status.
- About the religious or racial affiliation of educational institutions you attended.
- Questions that would cause you to reveal your marital or family status.

- For any record or other information that would reveal your age.
- If you're single, married, engaged, divorced, separated, widowed or living common-law.
- About the number of children or other dependents you have.
- About your disabilities or health problems.
- About your sexual orientation.
- If you're receiving social assistance.

However, there are questions an employer can ask in these areas during the interview and after you're hired.

For example, during the interview an employer can ask: "Do you have a disability which will affect your ability to perform any of the functions of the job for which you have applied?" If the applicant answers "Yes," then the employer can ask: "What functions can you not perform and what accommodations could be made which would allow you to do the work adequately?"

The Saskatchewan Human Rights Code doesn't stop an employer from finding the best person for the job. It prevents employers from asking questions that would eliminate candidates because of stereotypes about who can do the job and who can't.



P
H
A
S
E

T
W
O

The Job Cycle



Starting a job

Are there things I have to pay for when I start working?

If you're working in a situation that requires foot protection, you may be required to buy safety boots. Employers in construction may ask you to do this before you start work.

If you work in a hotel, restaurant, educational institution, hospital or nursing home and a uniform is required as part of your job, your employer must pay for it and arrange for its cleaning and repair. However, this rule does not apply to registered nurses. Employers in other industries who require you to wear special clothing that identify the business must provide it free. However, you are responsible for taking care of and laundering the special clothing.

Your workplace may have a dress code. Employers who require you to wear business clothing that can be worn off the job do not have to pay for it.

What costs will I have to cover while I'm employed?

Normally, you'll have to cover the cost of any food you eat and beverages you drink, the clothing you need to wear on-the-job, and the cost of transportation to and from work.

If you finish work between 12:30 a.m. and 7:00 a.m. and you work in a hotel, restaurant, educational institution, hospital or nursing home, your employer is required to provide you with free transportation to your residence.

Some jobs may require that you have your own tools and/or reliable transportation. Those jobs are often advertised in that way.

Some companies with cafeterias may subsidize the cost of your lunch and snacks for their employees.

What deductions can be taken off my pay?

The employer can make deductions from your wages for:

- Statutory requirements such as Income Tax, Canada Pension Plan and other pension plans, and Employment Insurance
- Initiation fees, dues and assessments to a union that is the bargaining agent for the employee
- Voluntary deductions such as Canada Savings Bonds, charitable contributions and social funds where the employee gives specific consent
- Deductions agreed to by a majority of employees for items such as group insurance or other employee benefit plans; and
- Voluntary purchases from the employer for goods, services or merchandise.

Wage overpayments can be recovered through payroll deductions, so long as the overpayments were the result of an honest mistake, such as a clerical error.

Unless the law allows it or your employer gets a court order, the employer cannot:

- Take any money from your pay that is owed to you
- Require you to spend any of your pay in a specific way; or
- Require you to return any wages.

Examples of deductions that cannot be made without a court order:

Cash shortages and missing supplies

- The cash register or server float is short money.
- There are video lottery terminal shortages.
- Supplies are missing from company stock.

Broken, stolen missing or damaged equipment

- A server drops some plates.
- A taxi driver crashes a company taxi.
- A driver steals or misuses a company vehicle.
- An employee puts diesel into a gasoline tank.

Improper use of company vehicles and equipment

- A courier uses the company truck to run personal errands.

- An office worker uses the company cell phone for personal business.

Actions taken by others

- A customer leaves a bar or restaurant without paying.
- A driver leaves the gas station without paying.

Uniforms

An employer who requires you to wear special clothing that identifies the business must provide it at no cost to you (for example, a red golf shirt with the company logo). If an employer asks you to wear certain clothing within a dress code, such as black pants or a skirt and a white shirt or blouse, this is not considered a company uniform and you must buy that on your own.

Your employer cannot force you to purchase clothing from the workplace as a condition of employment.

In addition, employers in restaurants, hotels, nursing homes, hospitals, or educational institutions who require you to wear a uniform must provide, launder and repair the uniform at no cost. Registered nurses are exempt from this provision.

Is it okay for an employer to take wages for rent?

No, unless you have agreed to it before you start to work.

This situation sometimes arises with students who are working at resorts.

Why do I fill out a TD1 form?

A TD1 form enables your employer to calculate your income tax rate. Your employer sends a portion of your income to the Canada Revenue Agency (known as Revenue Canada). The Canadian government uses income tax to provide services throughout the country.

If your income tax rate isn't calculated ahead of time, you might pay less, or more, than you should. By calculating it before you start work, you pay approximately what you should pay each month. At the end of the year you may get a small refund from Revenue Canada, or you may have to pay a small additional amount.

Your income tax rate is based on your salary or wages and whether or not you have dependents who rely on you for financial support.

Don't forget!

Your employer should ensure that you complete a TD1 when you start a job. It's required by law. Make sure that you do complete this form and have a copy for your records.

If there's ever a disagreement between you and your employer over tax deducted and the Canada Revenue Agency investigates it, your TD1 stands as a record of your original agreement for tax deduction with your employer.



First day

What can I expect on my first day at work?

You may find your first day to be a little confusing and unpredictable. A lot depends on if your employer has planned for your arrival and orientation.

Orienting the new worker may be turned over to the supervisor, and they may likewise be tied up doing the various parts of their job. Some employers have well developed plans for introducing the new worker to the workplace and the job.

You should be given:

- An introduction to your supervisor and other workers
- A tour of the workplace
- A visit to the personnel or human resources office to complete forms
- Orientation to your job, and
- A safety orientation.

Your first day on the job can be stressful because you are taking in a lot of new information. You can't expect to remember all of it right away.

What can I do to feel more involved my first day at work?

Some of the things you can do:

- Carry a notebook and pen for jotting down people's names and their jobs, or areas of the workplace. This will give you the feeling that you're actually holding onto some of the information you receive that day. It will also distract you from being nervous.
 - Although others might find this a little amusing, they will see that you're really interested in learning about the workplace and who's in it. It will also create a positive impression.
- If you're given specific job instructions and you're afraid you might forget them, jot down the basics.
- Ask questions to learn your job and to stay involved.
- Show a positive attitude toward others in the workplace. A friendly smile, a pleasant 'hello, pleased to meet you', and a warm handshake all go a long way to making a good first impression.
- Follow other workers lead in taking your breaks, but don't work through your break if other workers are taking a break. Join them.
- Start looking for a 'buddy' in your work area. A buddy can guide you and teach you the ropes as you learn your new job.

Kind of question

What it means

Example

Encouraging

Shows you are interested and helps keep the other person talking

“Can you tell me more about that”
“I’d like to hear your thoughts on...”

Clarifying

Helps you get more accurate information

Ask: Who, what, when where, why and how?
“What’s the next step?”
“When does that happen?”
“Where do I put the...?”

Restating

Shows that you are listening and understand what the other person is saying

“So you’re saying that...”
“What you’re saying is...”
“I think I understand...”
“First I..., then I...”

Appreciating

Shows that you value the effort of the person you are talking to

“Thanks for explaining how to do that.”
“I learned a lot talking to you. Thanks.”

What kind of questions can I ask?

Using active listening questions can help you stay involved and keep track of what others are saying at work. The following page explains four kinds of active listening questions.

It's reasonable to ask your co-worker or supervisor to repeat what they've said. It shows that you want to understand what's going on, and you want to do things correctly.

Remember: There's no such thing as a stupid question!

What if someone yells at me?

Things we're not used to sometimes happen at work. You need to try to understand them, put them in the right context and then decide if you want to do something about them.

Workplaces operate under deadlines and the pressure to produce. That pressure often gets laid on the shoulders of supervisors and workers.

Getting yelled at isn't pleasant, but it may not be a comment on your competence. It may be a sign that your co-worker or supervisor is stressed or has to yell to be heard. Good supervisors and employers, however, don't resort to unnecessary loudness when speaking to workers.

Also, workplaces where the employees operate machines or equipment can create loud, distracting noises. When you're wearing protective earplugs, it's even more difficult to hear someone who's talking to you. Your supervisor may talk to you at a volume higher than necessary even when you're out of the work environment. If you're working in any sort of busy physical environment, you may be surprised at the abrupt communication style of others. Don't take it personally.

If you find the loudness of someone's communication distracts you from your work, that's another matter. In that case you might want to say something like:

"When you speak so loudly, I lose my concentration. I can hear you when you speak at a lower volume."

Adjusting to some work situations means accepting a different social etiquette. However, abusive language, such as insults, racial slurs or sexist comments, are never acceptable.

Tell your work supervisor,
a parent or a teacher if
you experience abusive
language at work.

Insults, racial slurs or sexist
comments are
never acceptable.



Rights and responsibilities for safety

Rights

You have three basic rights as a worker:

1. You have the right to know about the hazards of your job. You should know how to recognize and deal with those hazards so they won't cause injury or health problems to you or others.
2. You have the right to participate in health and safety in the workplace. Your supervisor and employer should consult with you on matters that affect your safety as a worker. This makes sense because you perform the everyday tasks and face the hazards directly. You can point to health and safety situations you're concerned about, and your employer or supervisor has to assess them.
3. You have the right to refuse work that you believe to be unusually dangerous to yourself and others. This is one of your most important rights – it can save your life.

An unusual danger can be:

- A danger that is not normal for the job
- A danger that would normally stop work, or
- A situation you aren't trained, equipped or experienced to deal with.

Your rights are set in ***The Saskatchewan Employment Act*** and ***The Occupational Health and Safety Regulations, 2020***, to keep you and other workers safe and healthy. Employers cannot discipline you for exercising your rights. Use them wisely.

To learn more about your rights at work, visit worksafesask.ca.

Responsibilities

Your responsibilities go hand-in-hand with your rights. Together they are your best defense against a workplace situation that could seriously injure you or leave you with a long-term disability.

All workers are obliged to work and act safely while at work. Some of your specific responsibilities:

- Take the safety training the employer offers you.
- Always follow safe work procedures.
- Use equipment the way it was intended to be used.
- Wear all appropriate personal protective equipment (PPE).
- Take care of your health and safety, and also the health and safety of other workers who are affected by your actions.
- Report any unsafe equipment or other hazards.
- Co-operate with those who are responsible for health and safety in your workplace.

- Avoid doing anything that might harass or offend another person in the workplace.

Your workplace may have an occupational health committee (OHC) if there are 10 or more workers, or a health and safety representative. Some high-risk workplaces, such as building construction, mining and logging, must have a health and safety representative if there are five to nine workers.

OHCs and health and safety representatives help maintain the overall safety of your workplace. They need your involvement to do their work properly.

Safety on the job

What safety training should I be given when I begin a job?

Your employer should provide you with orientation and training necessary to protect your health and safety.

Health and safety training should include:

- Hazards in the workplace that may affect you.
- Safety procedures and practices that apply to your work.
- Location of the first aid supplies, facilities, or both.
- Procedures to use if there is a fire or other emergency.
- Identification of restricted or prohibited areas.
- How to use and maintain personal protective equipment.
- Procedures for reporting hazards and incidents.
- Close supervision by a competent person to ensure that you have been trained and have enough experience to perform the work safely.

What if I don't feel I'm trained well enough to do a job?

If you're asked to do a task and you know you don't know how to do it, immediately ask for training before you start the job.

Let's say you've been asked to do something and it's not until you actually start doing it that you realize it's beyond your present ability. Ask for training before you continue. If no one's available, do something else that you're comfortable with until someone can train you. If there's nothing else you can do in your job, ask other workers if you can help them with simple, safe tasks you know you can handle.

Never take on a task you don't know how to do when there's a risk of injury. No job is worth risking your health and safety.

If someone pushes you to do the task, or suggests you'll get punished because you're not doing your assigned work, resist the urge to start working.

Remember, you have the right to refuse work that you think is unusually dangerous and the law prohibits the employer from punishing you for doing so.

What's a hazard and what kinds of hazards should I look out for?

A hazard is any activity, situation or substance that can cause harm. There are two main kinds of hazards: health hazards and safety hazards.

Health hazards cause occupational illnesses, such as hearing loss from noise. Safety hazards cause injuries, such as cuts, broken bones, etc.

Since all workplaces have hazards, be aware of the potential hazards at your workplace.

What are some common health hazards?

There are five types of health hazards:

1. Chemical hazards, such as battery acid and solvents.
2. Biological hazards, such as bacteria, dusts and moulds.
3. Physical agents (energy sources), such as electrical currents, heat, vibration, noise and radiation.
4. Work design or ergonomic hazards.
5. Workplace stress.

Health hazards may cause serious and immediate effects, or they may cause long-term problems. Someone who develops an occupational illness resulting from contact with a health hazard may not recognize the symptoms immediately.

What should I know about safety hazards?

Safety hazards can cause injuries. An injury caused by a safety hazard is generally obvious. Safety hazards cause harm when workplace controls are inadequate.

Some examples of safety hazards include:

- Slipping or tripping hazards
- Fire and explosion hazards
- Moving parts of machinery, tools and equipment
- Working at heights
- Vehicles, such as forklifts and trucks

- Lifting and other manual handling operations
- Hazards of working alone or in isolated spaces, and
- Materials falling from above.

How am I protected from hazards?

Your employer is responsible for protecting you from health and safety hazards by providing suitable equipment, health and safety orientation, training and appropriate supervision.

What's my role in controlling hazards?

You are responsible for working and acting safely while at work and carrying out the specific responsibilities listed earlier. You must also take these steps to recognize, assess, and control hazards:

1. See it

To help you recognize hazards in the workplace keep the following in mind:

- Look for hazardous substances and unsafe conditions in the workplace.
- Ask about past incidents and near-misses in the workplace.
- Read any product literature and information from suppliers.
- Check out old, new or unfamiliar equipment before using it.
- Learn about the working conditions of the workplace from co-workers, supervisors and the employer.

- Keep up to date on information from the occupational health committee (OHC), including reading meeting minutes.

2. Think it

Assess the hazard's risk of harm. Ask yourself:

- Is it likely or unlikely to cause harm?
- Could it cause death, serious injury or minor injury?

3. Do it!

Always ask what is the proper way to do the task. You may deal with some hazards directly. Others should be reported to your supervisor.

For example, you can wipe up water spilled on the floor, clear a passageway that's cluttered with wood pieces, put trash in the garbage, etc. More dangerous hazards must be reported to your supervisor or employer.

In some workplaces, hazards are also reported to the occupational health and safety committee or the health and safety representative.

How am I protected from hazardous materials in the workplace?

Your workplace may have hazardous materials you need to know about.

Hazardous materials are any substances that can cause illness, injury or death to workers who aren't protected.

In Canada, we are fortunate to have the Workplace Hazardous Materials Information System (WHMIS). All employers are required to protect their workers and themselves by using WHMIS information to develop safe work procedures.

WHMIS provides you with critical information about the hazardous materials you work with on the job.

WHMIS has three parts to help you identify and handle hazardous materials safely:

1. Labels that supply warning information.
2. Safety data sheets (SDSs) that tell you how to handle emergencies and clean-ups, and how to use hazardous materials safely.
3. Worker education that helps you understand how to use WHMIS.

As a worker, you have a responsibility to use WHMIS to protect yourself from hazardous materials.

Use the label system, check the hazards in the data sheets, and follow the safety procedures that the employer has developed.

How can I be involved in safety once I'm working?

Carry out your responsibilities for health and safety, and you'll make a significant contribution to the workplace.

You can also participate in your company's occupational health committee

These committees help workers and employers work together to identify, eliminate and reduce workplace hazards.

Your employer is required to have an OHC if the company has 10 or more workers. An OHC must have between two and 12 members, and at least half of the members must be workers. OHCs must have two co-chairpersons: one selected by the employer and the other selected by the workers.

You might ask, “What exactly do these committees do?”

Some of an OHCs activities are to:

- Conduct inspections regularly.
- Talk with workers about their safety concerns.
- Help employers identify, assess and control hazards.
- Recommend ways to improve workplace health and safety to the employer.
- Investigate incidents, dangerous occurrences and work refusals.

When OHCs meet, they write out the minutes of the meeting. It is best practice to post the minutes in the workplace where workers can see them within two weeks of the meeting. Also, the OHC should submit a copy of the minutes to the employer and retain a copy in the committee’s folder for later reference.

Participating on an OHC will give you a larger picture of the workplace and make you a more skilled employee.

It's something you can put on your resume when you apply for your next job.

Workplaces with less than 10 workers should have a health and safety representative. Small auto-body shops, construction businesses and logging operations are examples of higher hazard workplaces with five to nine workers that must have a health and safety representative.

What safety things should I be aware of every day I work?

Questions about common hazards:

- Is the workplace uncluttered and organized?
- Do you know and follow safety procedures when handling or using electrical equipment and power cords?
- When you use machines or equipment, are you allowed to work without distraction?
- If you have to provide your own tools, do you know what tools are acceptable to your employer?
- Do you know how to recognize toxic or infectious substances?
- Are hazardous materials or substances handled and used in a safe way?
- Do workers smoke only in areas designated for smoking?
- Do you know and follow the fire safety rules?

- Do workers walk (rather than run) in work areas?
- Is there any horseplay that could result in an incident?
- Do you have safe access to the work site and safe exit from it?

Personal protective equipment (PPE):

- Do you know what PPE you need for the job you're doing?
- Do you have the knowledge necessary to use PPE properly?
- Is the PPE in good condition and working properly?
- Does the PPE fit properly?
- Is the PPE maintained and replaced when damaged?
- Do you know the proper procedures to report and/or replace damaged PPE?

Ergonomics:

- When you're working for an extended period of time, do you have adequate body support (e.g., proper chair)?
- Is the ventilation, lighting and temperature adequate to work comfortably?
- Can you organize your workspace to do your job effectively?

- Are you doing your work in a way that minimizes stress and strain on your body?
- Do you use the right tool for the job?
- Do you handle and use tools and equipment properly?
- Is your posture correct for the work you're doing?
- Do you use safe practices when lifting and moving objects?
- Do you use aids (lifts, dollies) or get help from other workers to avoid straining your back when lifting or moving heavy things?
- Do you work at a reasonable pace?
- Do you take regular breaks when doing tasks that require repetitive movements?

Safe operation and maintenance of equipment:

- Are you authorized to operate the equipment or machinery?
- Do you know the hazards of operating the equipment or machinery?
- Do you know the correct operating procedures and safety precautions before operating a piece of equipment or machinery?
- Do you report unsafe, worn or broken tools, equipment and machinery to your supervisor (and use only safe ones)?

Fire regulations and equipment:

- Do you know the fire drill procedures?
- Do you know the locations of all fire extinguishers, fire-pull stations and fire exits?
- Do you know which fire extinguishers to use for different fires?

First aid:

- Do you know the emergency procedures and first aid rules for your workplace?
- Do you know the closest first-aid kit and the designated first-aid attendant?
- Are all incidents reported to your employer as soon as possible?

Human rights

What are my human rights?

The Saskatchewan Human Rights Code protects you from being treated differently from others in employment because of your:

- Age
- Disability (physical or mental)
- Nationality
- Sexual orientation
- Receipt of public assistance
- Ancestry (perceived race and colour, place of origin)
- Creed
- Sex (gender or pregnancy)
- Marital status
- Family status
- Religion

This means that employers cannot discriminate against you in the hiring process or during your employment for any of the reasons above.

Your right to equal treatment applies to interviews, advertising, application forms, hiring, wages, promotions, dismissals, fringe benefits and freedom from harassment.

What if I believe I've been discriminated against?

If you believe that you've been discriminated against, check your perception of what actually happened. You can do that by talking to the person(s) involved.

Their explanation may lead you to understand that you weren't discriminated against.

If you aren't satisfied with the explanation and still believe you were discriminated against, you may file a complaint with the Saskatchewan Human Rights Commission.

As your first step, always try to resolve things in the workplace before seeking outside assistance. Asking for advice and assistance from your supervisor or others at work may lead to a quicker and earlier resolution of the problem.

How do I submit a complaint?

If you think you've been discriminated against, you may submit a complaint to the Saskatchewan Human Rights Commission.

Follow these steps:

- Contact the Human Rights Commission nearest you.
- An intake person will assess your complaint to decide if they can proceed.
- If so, they will immediately contact the employer to determine if the matter can be resolved.
- If it cannot be resolved, the matter will be referred to an investigator for follow up.
- The parties may be asked to mediate at any point in the process.

- If the complaint is substantiated but does not settle, the matter could be referred to a tribunal for adjudication (decision).
- If a complaint is dismissed, the complainant may still have a right to ask the tribunal to hear the case.

Does the employer have to respect my needs?

Yes, in certain cases. If you have a mental or a physical disability, you may have special needs in doing your job. Employers must assist people with special needs. That assistance is called accommodation.

A common example of a physical accommodation is the wide doors to washrooms that make them accessible to persons using wheelchairs. Another example is the employer who supplies a blind person with computer software where they hear voice commands from the computer speakers.

The human environment of a workplace may have to be changed to accommodate a person with a perceptual disability. If an employee had a certain kind of reading problem, for example, an employer might provide an oral application form on tape instead of a written one.

Other examples

Employers can accommodate the needs of single parents (family status) with school-age children by allowing them to take work home or work hours that allow them to be home when their children get home.

Making it possible for pregnant women to avoid heavy lifting tasks is an example of how an employer can accommodate someone with a need related to their sex (pregnancy).

Employees who celebrate different religious holidays may be given the opportunity to take time off on those days and possibly make up the hours missed on other workdays or weekends. This is how an employer could show respect for an employee's need to celebrate their religious holidays.

These are examples of how workers can meet the requirements of their jobs in a way that is different from how workers have traditionally met them. This flexibility on the part of employers reflects their understanding of their workers' diverse needs and their willingness to respect those needs. Different ways of showing respect will eventually become more a part of the general culture of work rather than being required by law.

Unions

There are workplace unions in many countries. About one in three Saskatchewan workers belong to a union.

A union is an organization that bargains collectively with an employer on behalf of employees. Workers in a workplace may choose to be represented by a union.

The employer and the union negotiate a collective agreement that covers things like wages, hours of work, layoff procedures, hiring, health and other matters of mutual concern.

The Trade Union Act governs the rules for forming or joining a union. **The Trade Union Act** says that employees have the right to join or form unions.

The Labour Relations Board certifies a trade union, giving it the exclusive right to represent employees.

Unions can be dissolved through a decertification process. **The Trade Union Act** outlines the rules regarding what employers and employees can do during certification or decertification. The Labour Relations Board settles disputes.

A union is often referred to as a bargaining unit. When you start a job, ask your employer if the workplace is unionized and if your job is within the bargaining unit.

If yes:

- Get a copy of the collective agreement.
- Know who your union representative (often called a shop steward) is.

A union is a democratic organization and you can be:

- Provided with opportunities to discuss things about your employment
- Allowed to run for election to union positions, and
- Allowed to participate in votes on important items such as collective agreement proposals, strikes or other job actions.

As a union member, you may be expected to:

- Keep up to date on union matters
- Participate at union meetings, and
- Vote on union issues and abide by the decision of the majority.

As a member of the bargaining unit, you'll pay regular dues to cover the costs of bargaining and other services. Union dues are taken off your paycheque. Dues vary among unions, but they are usually a small percentage of your gross pay.



P
H
A
S
E

T
H
R
E
E

The Job Cycle

Pay and benefits

Minimum wage

Minimum wage is the minimum hourly wage most employees can be paid when working or available to work at the call of an employer in Saskatchewan. This wage is set by the provincial government. To learn the current minimum wage, visit www.saskatchewan.ca.

Minimum call-out pay

Most employees get a minimum payment (minimum call-out pay) every time their employer requires them to report for work (other than for overtime). They must get minimum call-out pay even if it turns out there is no work for them that day.

Under employment standards, minimum call-out is three times the employee's regular hourly wage. Minimum call-out of one hour at the employee's regular hourly wage applies to students in grade twelve or lower during the school term, school bus drivers, and noon hour supervisors employed by a school board. Building cleaners, janitors and caretakers employed by any employer are now eligible for minimum call-out pay.

If the employee does work, the employee must be paid either minimum call-out pay or the employee's regular wages for the time worked, whichever is greater. For example, an employee who earns \$15 an hour is called-in to work for two hours. The employee must be paid at least \$45. If the employee works for four hours, he or she must be paid \$60.

A student earning \$15 an hour who is called-in to work for 30 minutes on a school day must be paid at least \$15. If the student works for two hours, he or she must be paid \$30.

Students in grade 12 or lower working during school breaks when school is not in session and vacations are covered by regular minimum call-out pay rules. They must be paid three times their hourly wage for each call-out, or what they earn while working if this is more than minimum call-out. All other employment standards apply.

If you are called in to work on a public holiday, you earn minimum call-out or what you earn while working at premium pay (1.5 times your hourly rate), whichever is greater. For example, if you earn \$15 per hour and are called in for three hours on a public holiday, you must be paid \$67.50 ($\$15 \times 1.5 \times 3$ hours), not the \$45 minimum call-out.

If you are called in to work overtime, you earn your overtime rate for the time you work. For example, if you earn \$15 an hour and are called in to work for one hour of overtime, you would earn \$22.50 ($\$15 \times 1.5 \times 1$ hour).

Equal pay

Male and female employees are entitled to equal pay when they perform similar work:

- In the same establishment.
- Under similar working conditions.

- Requiring similar skill, effort and responsibility.

Similar means resembling in many respects or alike, although not necessarily identical. Exceptions can be made where payment is based on a seniority or merit system.

How much do I get paid for overtime work?

Your overtime pay rate is 1.5 times your hourly rate of pay.

What if I report to work, and there's no work to do?

You will probably receive minimum call-out pay (other than for overtime) each time you report for work. The minimum call-out is based on three times the current minimum wage (visit saskatchewan.ca for current minimum wage).

Full-time students in grade 12 or lower are not eligible for minimum call-out pay during the school term. However, you would receive minimum call-out pay during the summer holidays.

Who gets overtime pay?

In most work situations, you get overtime pay if you work more than:

- Eight hours per day if you are scheduled to work for eight hours per day; or
- 10 hours per day if you are scheduled to work for 10 hours per day; or
- when the daily limits in an modified work arrangement or averaging of hours permit are exceeded; or

- 40 hours per week.
- If you work for 30 hours or less per week, you get overtime after eight hours in a 24 hour period.

In weeks where there is a public holiday, you get overtime pay after 32 hours of work.

Do I get overtime no matter what job I'm doing?

You don't get paid for overtime hours if you are a manager or professional employee or work in certain kinds of jobs including:

- Live-in domestic workers.
- Live-in and come-in care providers.
- Some traveling salespersons.
- Employees in the logging industry, including employees providing ancillary
- services such as food services and security services, but not including employees in any occupation carried on in an office, saw mill or planing mill;
- Employees working in an office, saw mill or planing mill get overtime pay.
- Employees working for outfitters, trappers, fishers.
- Employees working for mineral exploration operations north of Township 62. Employees in the industry who work in office occupations still get overtime pay.

Special rules apply to people who do certain kinds of work, including ambulance attendants, fire fighters, oil truck drivers and newspaper workers.

The overtime rule can be varied for employees whose employer has special permission (permit) from the employment standards division for flexible hours. The rules are also varied if the employer and employees negotiate a modified work arrangement (MWA) allowing work to be averaged over a number of days or weeks. For example, the employer and employees could agree to average 160 hours over four weeks.

Contact the nearest employment standards office for more information.

Will I receive a written record of my pay?

Your employer should provide you with a pay sheet (pay stub) that shows:

- The amount you earned during the pay period before anything was taken off your paycheque (this is called your gross pay)
- What was deducted from your gross pay (these are called deductions), and
- Your net pay or take-home pay (this is your gross pay minus deductions).

Check each pay sheet you receive. To check the accuracy of a pay sheet, you need to keep a record of the number of hours you worked in that pay period.

If you have any concerns about your pay sheet, talk to your employer right away.

It's easier to fix mistakes at that point.

Hold onto your pay sheets. Don't throw them out. Also remember to keep copies of your work schedules, contract of employment and any correspondence (including emails) with the employer.

Depending on your pay schedule, you will probably receive a pay sheet:

- Bi-weekly (every two weeks), or
- Monthly (once a month if you are on a salary).

What will my employer deduct from my paycheque?

The employer can make deductions from your paycheque for items that are allowed by law, such as:

- CPP (Canada Pension Plan)
- EI (Employment Insurance)
- Income tax
- Union dues, if you belong to a union
- Pension plan premiums, and
- Any voluntary purchase you might make from your employer (such as services, clothes, tools or food).

What cannot be deducted from my paycheque?

Items such as cash shortages and the cost of broken or damaged goods cannot be deducted from your paycheque, unless the employer obtains a court judgment.

Your pay statement will be a separate or detachable statement from your paycheque. Keep it for your records.

Explanation of terms

Name of employee	Your name.
Name of employer	Name of the company or organization you work for.
Earning	Kind of earning (e.g., salary, vacation pay, bonus, tips or commission).
Pay period	The time you're being paid for on this pay statement (e.g., Apr. 1 – Apr. 15).
Pay date	Date the cheque is issued.
Number of hours	Number of hours worked. On some pay statements, where time is broken into units or hours, this is called number of units or number of hours.
Amount	Total for that kind of earning (hourly rate x number of hours).
Total earnings	Your total earnings in the current pay period.
Deductions	Amounts taken off your cheque for different reasons. The most common deductions that you will see on every paycheque: Canada Pension Plan (CPP) Employment Insurance (EI) and income tax. Other deductions often include: union dues, if you're a member of a union; life insurance, in the event that you die on the job; long-term disability insurance, in the event that you are seriously injured or develop a long-term illness and can't work.
Net pay	Your take home pay after all deductions.
Total deductions	Total taken off your cheque this pay period and since the beginning of the year.
Year to date	The total deductions in each category since the beginning of the year (optional).

Sample pay sheet

Name of employee			
Earning	No. of hours	Hourly rate	Amount
Salary			
Overtime			
Vacation			
Gross pay			
Total earnings			
Pay period		Pay date	

Name of employer		
Deduction	Amount	Year to date
CPP		
EI		
Income tax		
Union dues		
Life Insurance		
Long term disability		
Total deductions		
Net pay		

Will I receive any 'benefits'?

Some employers offer employees benefits that are consistent with their position and salary level. Some common benefits are:

- Short-term and/or long-term disability
- Supplementary medical and/or dental services
- Company pension plan, and
- Insurance, if you die.

With benefits, working 30 hours per week or more counts as full-time employment.

If your employer has a business with 10 or more employees, they must provide the same benefits to part-time employees on a prorated basis as they provide to full-time employees.

As a part-time employee what level of benefits do I receive?

You get 50 per cent of the benefits full-time workers receive if you work between 15 and 30 hours a week. If you work 30 hours or more a week, you get the same level of benefits as full-time employees.

If some of the benefits you receive require that you make employee contributions, you'll need to make them the same way as full-time employees.

Often, employers take the employee contributions from their monthly paycheque. As a part-time employee, the contributions you make will be in proportion to the level of the benefits you receive.

How do I qualify to receive benefits as a part-time employee?

You must have been employed by the same employer for 26 consecutive weeks and have worked at least 390 hours in those 26 weeks.

Can I qualify for benefits if I'm a full-time student?

No. You aren't eligible for benefits if you have 60 per cent (or more) of a full course load at a school, university, technical institute, regional college or private vocational school.



Work schedule

What should I know about my work schedule?

A work schedule outlines the hours, days and shifts you will work. Shifts refer to periods of work time during the 24-hour day.

Common shifts include: day, night, graveyard (starts at midnight), early morning shift and split shift. In a split shift, a person works for two shorter periods in the 24-hour cycle.

Will I know my work schedule ahead of time?

Yes. Your employer must give you notice of when your work begins and ends over a period of at least one week. The notice should be in writing, should be posted in a place where it can easily be seen by employees, or be available online.

Your schedule should include the time(s) for meal breaks. If your employer changes your work schedule, they should give you at least one week's notice (unless there is an emergency or something unexpected happens, such as someone asking for a schedule change or going home sick).

What's full-time work? Part-time?

The general public understands full-time work to mean that you work 40 hours per week.

Like full-time employees, part-time regular employees may work everyday. Part-time workers may, therefore, work every day but have fewer hours of work in a year.

A casual worker generally works less than a part-time worker. They may be on call and asked to work when others are sick or on holidays. Alternately, a casual worker may be called in for a length of time to help when things are very busy.

A term position means that the employer has hired the worker for a definite period, often under a year.

The meaning of these different terms varies among workplaces. It's always a good idea to find out exactly what they mean by asking your employer. It's a good idea, too, to find out how many hours you'll be working each day and each week you're employed.

How many hours can I work in a week?

You can work as many hours as you want if the work is available and the employer consents to it. However, that would not be a good decision in terms of your health and safety on the job. Besides, you are legally entitled to certain breaks.

Here are some general rules:

- If you work 20 hours or more per week, you're entitled to 24 hours in a row away from work once every seven days.
- If you're employed in the retail trade, you get two consecutive days off every seven days. This rule applies only to retail businesses with 10 or more employees.

How many hours do I have to work in a week?

A week is any period of seven days in a row selected by the employer. For example, a week can run from Tuesday to the following Monday or Wednesday to the following Tuesday.

The standard work week is 40 hours. Your employer can schedule you to work those 40 hours in four, 10-hour days or five eight-hour days.

Some workplaces have arrangements or permits to average work hours over a certain number of days or weeks. For example, a workplace can have an arrangement to average 160 work hours over four weeks.

You don't have to work for your employer more than 44 hours a week unless there's an emergency. Emergencies are sudden and unusual events that could not have been anticipated by your employer.

In a week that includes a public holiday, you do not have to work more than 36 hours. In both the 44-hour and the 36-hour week, you may work more if there's work to do and your employer agrees to it.

What breaks can I take?

Breaks in the 24-hour cycle:

- You're entitled to a rest break of eight hours in a row in any period of 24 hours (unless there's an emergency).

Meal breaks:

1. Employees are to get an unpaid meal break of at least 30 minutes within every five hours of work. Employees do not have to be paid for meal breaks, but if an employee has to do some work or be at an employer's disposal during a meal break, the employee must be paid for the time.
2. An employer isn't required to give a meal break where there is an unexpected, unusual, or emergency circumstances or it is not reasonable for an employee to take a meal break.
3. If the employer does not have to give a meal break, employees must be able to eat while working only after they have worked for five hours.
4. An employer must provide an employee a meal break at an appropriate time where there is a medical reason.

Coffee (rest) breaks:

- ***The Saskatchewan Employment Act*** does not provide for coffee breaks. However, it is up to the employer to decide if employees will get coffee breaks. If the employer provides a rest break, it is considered time worked.

Holidays, vacation and time off work

What about public holidays?

There are ten public holidays a year in Saskatchewan:

1. New Year's Day - January 1
2. Good Friday - the Friday before Easter Sunday
3. Family Day - 3rd Monday in February
4. Victoria Day - the Monday before May 25
5. Canada Day - July 1
6. Saskatchewan Day - 1st Monday in August
7. Labour Day - 1st Monday in September
8. Thanksgiving Day - 2nd Monday in October
9. Remembrance Day - November 11
10. Christmas Day - December 25

Will I get holiday pay?

Public holiday pay is five per cent of your regular wages (excluding overtime) in the four weeks before the public holiday. If you're a construction worker, your employer will calculate your holiday pay as four percent of all your wages (excluding overtime and annual vacation pay) earned that calendar year.

What if I work on a public holiday?

Even if you are on a salary, you'll get premium pay (time-and-a-half for all hours worked, plus public holiday pay).

This calculation doesn't apply to workers who operate well drilling rigs.

Can I celebrate my own religion's holidays?

In Saskatchewan there are two paid religious holidays: Good Friday and Christmas Day. If you want to celebrate any other religious holiday, your employer has a responsibility to accommodate your request as long as it doesn't cause the employer undue hardship.

The best solution is to negotiate with your employer for the time off. Tell your employer about your religion, its customs and the days off you wish to take.

It may be difficult for your employer to pay you for religious holidays in addition to Good Friday and Christmas Day. Your employer may be willing to give you time off without pay.

The most important thing to remember here is to talk with your employer about your religious customs, and try to work out something that's reasonable and satisfactory to both of you.

What about annual vacation?

If Saskatchewan's employment standards apply to your workplace, you are entitled to an annual vacation after completing one year of employment with the employer. It does not matter if you work full-time, part-time or casual.

How many days do I get for annual vacation?

You get a minimum of three weeks after each year of employment. If you've worked 10 years with the same employer, you get a minimum of four weeks off.

Do I get paid for my annual vacation?

Yes. The amount of your annual holiday pay is based on your total wage for a 12-month period.

How is my annual holiday (vacation) pay calculated?

For employees who have worked for nine years or less, multiply your total wages over a 12-month period by $3/52$ (approximately six per cent). Total wage includes all salary, overtime, annual holiday pay for holidays taken, public holiday pay, commission, earned bonuses and any other payment for labour or service.

If you have worked for the same employer for 10 years or more, during year 10 and on, multiply your total wage by $4/52$ (approximately eight per cent). There's a vacation pay calculator at saskatchewan.ca (search vacation pay calculator) to help you to calculate the amount of annual holiday pay owed to you.

When do I receive my annual vacation pay?

Some employers may give you the choice of receiving vacation pay on each paycheque or at the time you take your vacation.

Otherwise, you'll receive it:

- On your normal payday before you take vacation, if you request it;
- If holiday is not taken, within 11 months after you earn your annual holidays;
- Within 14 days of your termination.

If you leave before completing one year of service, you are entitled to whatever vacation pay you have earned.

Can I take time off work besides holidays and vacation?

Generally speaking, your employer will prefer that you schedule your dentist and doctor appointments outside of work time. If you have to schedule them during your normal working hours, you may be expected to make up that time either outside your normal working day or take the time off without pay.

In all cases, it's important to let your employer know what you're doing. Check ahead of time with your employer to see if it's okay to schedule health appointments during working hours.

If you want to take time off of work for other reasons that mean you'll be absent from work for a day or more, check with your employer first. You may be able to take leave without pay. Likewise, your employer may approve a leave without pay for your attendance at a course that isn't related to your job.

An employer may be more willing to give you time off if the reason will benefit the business, such as taking training related to your work. In that instance, your employer might cover all or part of the costs and may even pay your wages in full or part.

Something to always remember: Your employer expects an honest day's work for the money they are paying you.

Taking time off without your employer's permission and stretching out coffee or lunch breaks does not honour this principle, and your employer will notice it.

If someone dies, can I go to the funeral?

If the person who dies is a member of your immediate family and you've worked for the employer for three months or more, you're entitled to bereavement leave of up to five working days without pay.

You must take bereavement leave in the period from one week before the funeral to one week after the funeral.

Even though you're entitled to leave in this situation, you still need to give your employer as much advance notice as you can that you won't be available for work due to a death in your immediate family.

Your immediate family includes:

- Your spouse.
- Parents, grandparents, children, grandchildren, brothers and sisters of you (the employee) or your spouse.

If the person who dies isn't a member of your immediate family, then your employer must approve your leaving work to attend the funeral.

Most employers will be compassionate and understand if you were close to the person who died, but they may expect you to make up the work time or to take time without pay.

Saskatchewan's employment standards provide several unpaid job-protected leaves. Visit [saskatchewan.ca/business](https://www.saskatchewan.ca/business) for more information about job-protected employment leaves.

Sick or injured

What if I get sick on the job?

If you are sick or injured, you need to call your employer and let them know you cannot work that day.

Your employer cannot discipline, fire or lay you off if:

- You do not have a serious illness and are away from work for 12 days or less in a year,
- You have a serious illness and are away for 12 weeks or less in a period of 52 weeks, or
- You have a workplace illness or injury covered by the Saskatchewan Workers' Compensation Board and are away from work for up to 26 weeks in a period of 52 weeks.

You must have worked for more than 13 continuous weeks for this rule to apply. Your employer does not have to pay you for this time.

This rule also applies if you are taking time off to care for an immediate dependent family member who is seriously ill or injured. Your employer can ask you in writing for a medical practitioner's certificate saying you were not able to work because of your illness or injury or the immediate family member's illness or injury.

Employees receiving Employment Insurance compassionate care benefits may also be eligible for job-protected leave. Please contact the employment standards division for more information.

Your employer has no legal obligation to pay your wages while you're off the job. It's a good idea to check ahead of time so you know your employer's sick leave policy.

Sick leave isn't like a public holiday or vacation leave that you get paid for. Sick leave should only be used for its real purpose – to recover from illness or to get needed medical attention.

What if I'm injured and can't work?

The Workers' Compensation Act, 2013 covers most workers in Saskatchewan. Employers must pay insurance premiums, based on the type of work.

The Act covers all full-time, part-time and seasonal employees as soon as they start work and/or as long as their occupations or the industries are covered under the Act.

Some occupations and industries, such as artists and poultry farms, are not covered. Check with the Saskatchewan Workers' Compensation Board (WCB) if you're not sure whether your job is covered.

The WCB considers each work injury on an individual basis. In most cases, however, compensation would apply to injuries that occur while a worker is:

- At work
- On company premises, or
- On company business.

What does workers' compensation cover?

It covers your medical costs, including prescription drugs, doctor's fees, hospital expenses and a large portion of the salary you're likely to lose.

It also provides financial support if you're permanently impaired, death benefits if you die and benefits to your spouse if you die.

The WCB provides employment services if you need help to return to work. The WCB worker can help by:

- Assessing your physical abilities and skills.
- Looking at ways for you to return to work in the early phases of your rehabilitation.
- Developing a return-to-work plan, and providing benefits and incentives to support your return-to-work plan.

Check what insurance your employer has and what it will cover if you're unable to work due to injury. If they don't have insurance and you're injured, you may have to take legal action against your employer for lost wages and the cost of your medical care and rehabilitation.

Important steps to take if you're injured

1. Get medical attention if you need it.
2. Report the incident to your employer immediately.
3. Fill out the Worker's Initial Report of Injury (W1) as soon as possible. Submit it to the WCB. The WCB will assign you a case manager. Stay in contact with that person.

You can find the W1 and instructions here:

wcbask.com/W1/

Worker's Initial Report of Injury

The Worker's Initial Report of Injury has the following headings:

1. Worker information: Name, address, SIN, etc.
2. Employer information: Name, address, contact person.
3. Injury information: Details of how injury happened.
4. Wage and employment information: Sources of income and time off due to injury, etc.
5. Direct deposit information: Bank, account information.
6. Declaration: As to truth of information provided.

What if I have a serious incident, and can't work for a long time?

If your injury prevents you from working, you'll be compensated for your loss of earnings. This compensation will continue until you're 65 years old.

If your employer doesn't have insurance with WCB, they may have long-term disability insurance.

What if I'm having trouble with my WCB claim?

Talk to your WCB case manager first about any concerns you have about your claim. If you disagree with a WCB decision, try to work it out with the help of your case manager.

If you've tried different ways to resolve your problem and you're not satisfied with the outcome, you can contact the Office of the Worker's Advocate.

This office can give you information and advice about the problem you're having with a worker's compensation claim. The worker's advocate can investigate a claim, give you advice on what to do and help you with an appeal.

The Office of the Worker's Advocate is one avenue of assistance with your WCB appeal. Other persons, such as your friends, your family or your lawyer can also help you with an appeal. You can contact the Office of the Workers' Advocate at saskatchewan.ca.

Smoking, drinking, drugs

Can I smoke at work?

Smoking in the workplace was banned in all enclosed areas in May 2009.

This includes buildings, vehicles, other enclosed structures and underground mines with the following exceptions:

- Traditional First Nations and Métis spiritual or cultural ceremonies.
- Designated smoking rooms for residents and visitors that are allowed by the Ministry of Health's Tobacco Control legislation.
- Areas of underground mines that are located more than 10 meters from other workers.
- Some self-employed businesses, vehicles and camp living accommodations with permission and when others are not present.

If the employer has not taken adequate action to eliminate smoking in the workplace, raise the issue with the occupational health committee or health and safety representative.

What if someone at work is impaired due to alcohol or drugs?

Drinking during the workday or coming to work under the influence of alcohol or drugs can have grave consequences for you, the other employees and the business.

A worker abusing alcohol or drugs can cause:

- Incidents
- Injuries or death, and
- Costly damage to property, equipment and materials.

If you see that a co-worker's performance is impaired at work due to alcohol or drugs, advise your supervisor or, if your supervisor has the problem, advise the company manager.

Many employers will help their employees get into rehabilitation programs and reassign them to work when they're ready. Helping employees deal with their problems and get back to work benefits everyone – the worker gets better and keeps their job, and the employer holds onto a trained, skilled employee.

Employee assistance programs (EAP) provide services to workers who need support for mental health and addictions.



Stress

Stress in the workplace

You experience workplace stress when the demands of the work situation exceed your ability to cope with them.

Although workplace stress seems to have increased, there has been a corresponding increase in strategies and support systems to help workers deal with the stress of work.

As a new or young worker it's important to:

- Know what's available to help you cope with stress.
- Develop solutions for managing stress that fit you.

People's lives have become more complex and demanding outside their work life. This has spilled over into their work life, increasing the stress level of the workplace.

We must recognize, as well, that a moderate amount of stress can be positive and motivating. Our task is not to eliminate all stress, but to make any negative stress manageable.

What are some ways of coping with stress in the workplace?

Make sure you have a healthy life outside of work.

Some everyday stress reducers include:

- Regular exercise
- Healthy, balanced diet
- Meditation or prayer
- Counseling, and
- Listening to relaxation or stress reduction tapes.

Modern workplaces create opportunities for their employees to participate in stress reducing activity.

Some examples are:

- Gyms and organized sports
- Quiet rooms, noise controls
- Pleasant work environments
- Ergonomically-sound work stations, and
- Flexible work schedules.

Make sure you have a stress reducing strategy that works for you. Don't lose sight of it. Make stress management a priority in your life and you will continue to be a productive employee. Your employer will see you as a valuable contributor to the business, a factor that will increase your chances of success and promotion.

Keep a mental note of what you do to cope with stress. You may be asked about it in your next job interview.

What's harassment?

Harassment means any inappropriate conduct, comment, display, action or gesture by a person that constitutes a threat to the health or safety of a worker, and that falls into one of two categories.

The first category is called harassment on prohibited grounds. It is prohibited to mistreat an individual(s) based on their race, creed, religion, colour, sex, sexual orientation, marital status, family status, disability, physical size or weight, age, nationality, ancestry or place of origin.

The second category is personal harassment that adversely affects the worker's psychological or physical well-being and that the person knows or ought reasonably know would cause a worker to be humiliated or intimidated.

Personal harassment typically involves repeated occurrences. A single incident may also constitute personal harassment if it is serious or severe, and is shown to have a lasting harmful effect on a worker.

Personal harassment may include:

- Verbal or written abuse or threats;
- Insulting, derogatory or degrading comments, jokes or gestures;
- Personal ridicule or malicious gossip;
- Refusing to work or co-operate with others; or

- Interference with, or vandalism of, personal property.

What should I do if someone harasses me?

There are a number of avenues you can take if you believe you are being harassed in the course of your employment. They include:

- Speaking with the person who is the cause of the harassment. They may not realize that their conduct or display is offensive to you. Personally informing them of your feelings may put an end to the matter.
- Notifying your supervisor or other manager. They should assist you in using the employer's harassment policy to make your complaint and initiate the process towards resolution; and
- Contacting the occupational health and safety branch for assistance.

Am I protected?

Yes. Employers have two responsibilities for preventing harassment in the workplace. They must:

- Develop and implement a written policy to prevent harassment that meets the requirements of section 3-25 of ***The Occupational Health and Safety Regulations, 2020***.
- Make every reasonable, practicable effort to ensure employees are not exposed to harassment arising out of any matter or circumstance of the worker's employment.

If the employer is not meeting this duty and the harassment persists, you may always contact the occupational health and safety branch for help.

Violence

The Saskatchewan Employment Act under Section 3-21 requires some workplaces, generally those considered to be high risk, to have a written policy statement on violence and a prevention plan that is accessible to employees at all times. A list of workplaces that require a plan, as well as what the plan must include, can be found in Section 3-26 of ***The Occupational Health and Safety Regulations, 2020***.

Workplaces that require a policy statement of violence include: transit and taxi, pharmacy, education, police, corrections, other law enforcement, security, crisis counseling and intervention, some health care facilities, places where alcoholic beverages are sold or consumed, and places that are open late at night.

If you work in one of these places, your employer must commit to protecting your health and safety by developing and implementing a policy statement on violence and a prevention plan. They must also provide you with training related to the statement and plan.

How can I be protected?

Your employer should make you aware of all potential risks and train you to deal with them in the safest way. Remember to always ask if you are unsure.

There's no such thing as a stupid question.

Some of the things you should be trained about are how to:

- Prevent violent incidents (when making deposits, working alone, parking at work, working at night).
- Recognize and deal with potentially violent situations if you are in a job where you might encounter them (such as dealing with angry customers or shoplifters).
- Respond to violent incidents and get help (such as what to do during and after a robbery).
- Report violent incidents.

Some things that your employer might do to ensure your safety include:

- Having security alarms and monitoring systems.
- Posting signs to advertise security systems.
- Adequate lighting around the workplace and, in particular, at the back doors.
- Lowering store shelves to five feet to improve visibility.
- Posting signs showing 'maximum cash on premises is \$50'.
- Moving the cash to the front door to improve visibility.

- Installing a height strip at all front doors to help estimate the height of a robber or shoplifter.

What should I know about shift work?

If you're working outside the normal daytime working hours of 7 a.m. to 6 p.m., you're doing shift work.

Shift work interferes with the normal rhythm of your body's internal clock. Shift work can harm three parts of your life:

1. Work.
2. Health.
3. Home.

At work, your alertness, decision making and performance may falter. Fatigue will increase the risk of incidents and injuries to you and other workers.

Shift work may lead to stomach problems (particularly ulcers), heart problems, insomnia, poor quality sleep, and drug and alcohol abuse.

Shift work can hurt your family relationships due to your mood changes, and lack of family time because you have to sleep when other family members are awake.

Shift work is a part of our work world. Some workplaces, such as health care, have no choice but to work 24 hours a day. The service industry has extended hours.

Production during peak times, in occupations such as farming or construction, may require longer shifts or round-the-clock operations.

What can I do?

In co-operation with your employer, there are many things you can do to reduce the negative effects of shift work:

- Learn strategies to remain alert on the job.
- Understand how to minimize the effects of shift work.
- Have regular wake and rest routines.
- Avoid exercise for two hours before going to bed.
- Protect your sleep periods (ensure a quiet sleeping area and disconnect the phone).
- Eat nutritious meals, keep a regular meal routine.
- Keep physically fit.

By doing these things, you're helping regulate your body's daily rhythm. Your employer can help minimize the bad effects of shift work by the way they organize and schedule work, and design the workplace.

The negative effects of shift work will be reduced when:

- The sequence of shifts is arranged in order of day-evening-night rather than night-evening-day.
- The duties are rearranged to reduce the need for shift work.
- The work during shifts is varied to reduce boredom.
- Workers have some input into the development of shift work schedules.
- Some free weekends each month are included.
- Day shifts start after 5 a.m.
- Workers aren't isolated, that is they work near each other.
- A food preparation and rest area is provided.

Support on the job

Who can help me when I'm having problems at work?

All workers encounter problems at work. Problem solving of all types is a normal part of everyday work. In fact, some employers specifically look for employees who have strong problem-solving skills.

Two kinds of problems stand out:

1. Those that are part of your assigned work.
2. Problems in working relationships with others.

Problems in your working relationships with other employees will likely challenge you more than your work task problems. Your co-workers and supervisor can give you support and advice on both kinds of problems. There may be times, however, when you need the help of someone whose job is to counsel people trying to work out problems in their work relationships.

Many larger companies have an employee assistance program with trained counselors. You can talk to them about problems in the work environment or problems in your personal life that are affecting your work.

What groups can I join for support at work?

Many medium-sized and larger companies have social clubs that organize social activities and sports events. Joining the committees that organize events and participating in the events will bring you benefits.

These informal activities connect you with people who become part of your workplace support group.

More professional groups also form and come together in workplaces.

There may be special support groups for persons with:

- Similar interests, such as employment equity, professional development or occupational health and safety.
- Distinguishing characteristics, such as visible minorities and persons having Aboriginal status.

Participating in these kinds of groups will expand your identity and give you a sense of fitting into a particular workplace. Your boss will see you as someone who contributes to the workplace and the well being of others.

Self-check

Ask yourself what you have done to participate in group tasks in the workplace and other situations. Make a list of all the groups you know exist in the workplace. Check off the ones you belong to. Is there another one that might interest you?

If you aren't participating in any group, check off one you'd like to try out, and start the process next week.

Getting along

Why is teamwork so important?

More and more today people work on teams. On teams you get ahead and succeed by helping the other workers succeed. Helping, co-operating, sharing the load, doing what's best for the team – that's the essence of teamwork.

Learning good teamwork skills can take time. To be part of a team, try doing these things:

- Put the team ahead of your individual needs.
- Stay positive and constructive.
- Show interest in your co-workers.
- Treat your co-workers with consideration and respect.
- Ask for their ideas and really listen when they're giving them.
- Meet people half way in deciding what to do (co-operate and compromise).
- Do what your supervisor asks you to do.
- Ask for help and ask questions you need answered.
- Work without being asked.
- Do your fair share of the work.
- Respect time limits for breaks.
- Arrive a little early, leave on time.
- Help your co-workers and new workers.

- Praise your co-workers for their successes.
- Use problem solving to benefit everyone.
- Disagree politely (always be polite at work).

What if I have problems with another worker or my supervisor?

You will have problems with someone in the workplace at some time. Problems can range from simple disagreements and conflicts, to more serious concerns like harassment, discrimination or theft.

Most small problems can be solved by communicating the concern to the other party and jointly deciding on a solution.

Other problems, such as conflict with a co-worker/supervisor, may need more work to solve.

Whether you decide to act and do something may depend on:

- Importance of the relationship
- Level of your stress, or
- Amount of difficulty it's creating for your work.

Once you've decided to address the conflict or disagreement, you need a strategy. If you meet with the person you're in conflict with, it will help if you know what you're going to say.

Take some time to put your thoughts and feelings in order, so you can communicate the problem in a calm, rational way.

Answer these questions first:

- What do I see as the real problem?
- How do I feel about the problem?
- What change do I want to happen?
- What are some things I can do to solve the problem?
- What can I say to the person I'm having the problem with?

Use these questions as a basis for your problem solving with the other person. Remember, if you want to resolve the conflict, you have to take action. Taking action is no guarantee that the situation will improve, but you'll have the satisfaction of knowing you tried.

Evaluation on the job

How will I know how well I'm doing on a job?

When you're starting a job or you're new to the world of work, you will probably feel unsure of yourself. You may regularly find yourself asking: "Am I doing okay? Is this work good enough?" If you aren't asking these questions, perhaps it would be helpful to do so.

Your employer and supervisor should take the time to look at your work and let you know how you're doing.

If your supervisor is not providing you with feedback, don't be afraid to ask them how you are doing. You may also be able to get some ideas from your co-workers and that should help you improve the work skills or techniques you need to do your job well.

You can ask your supervisor if they can meet with you at a particular time during the day or week.

At that meeting, you can:

- Ask about the overall quality of your work
- Get feedback from your supervisor, and
- Ask any other questions that you have about the work environment, further training, informal work policies, etc.

In a busy workplace, it might be up to you to ask for the feedback and direction you need in order to enhance your safety and advance your skills. It also shows your boss that you are trying to do the best you can.

When and how will I be evaluated?

Companies that see staff performance and development as important will have a process of evaluation they use with each employee. Ideally, it will include:

- Informal feedback
- A probationary evaluation, and
- Yearly evaluations.

Evaluations will be based on your performance. Your employer will take different measures of it depending on the type of work you're doing.

Some of the common ways of evaluating include:

- Observing your work (or talking to someone who has observed it)
- Checking the product you are producing
- Completing a checklist or rating form
- Asking customers for feedback
- Having a discussion with you about your work, and
- Having a group discussion where each person's work is discussed.

The rating form will probably include things such as:

- Attendance and punctuality
- Dependability
- Responsibility
- Communication skills
- Attitude
- Ability to get along with others, and
- Productivity.



Getting ahead

How can I improve myself at work?

Improving yourself at work has a lot to do with the attitude you have toward learning. If you're open to new ideas about how to do things and actively look for them, you will improve both your work performance and your work skills.

Many workers learn how to do something one way, stick to it forever and complain if they ever have to change it. This doesn't mean that you should change the way you do things every week, but you should look for ways to do your job effectively and efficiently.

Observing your co-workers and supervisor, and asking them for their ideas and suggestions on how to do things is an easy way to improve yourself.

If you finish your work, you may volunteer to help someone doing a different kind of job task. That will give you the opportunity to learn something new. Being flexible and willing to change is very important on any job.

Is training available to improve my skills?

Most employers provide ongoing training to help workers:

- Do their work
- Adjust to new technology and other changes in the work, and

- Learn the skills they need to remain safe on the work site.

Take advantage of all training that is available. Show an interest in improving your skills. Your employer may help you pay the costs of further training if it will benefit the company.

Can I apply for other jobs?

You can always apply for other jobs. Even though you might not feel fully qualified to do the other job, the person doing the hiring may see that you have the basic aptitude to learn the job duties. No one can be expected to know exactly how to do a job before they spend some time learning the specific job tasks and the work routine.

You never know who else is going to apply. You may be better qualified than the next person. At the very least you'll get some more experience learning about a new job and preparing for the interview if you are invited to one.

Should I let my current employer know if I apply for a different job?

If you apply for another job, make sure you advise your employer if you want them to give you a reference. An alternative is to let your employer know, if you're invited to an interview for another job.

It's a common courtesy to let your employer know when you're doing something that will affect the staffing of the business.

If you let them know, they may be able to adjust your current job to better meet your needs.

Can I get promoted?

Yes. Even if you haven't worked for a company very long, getting promoted may depend on who's available to fill the position. If a supervisor or manager leaves unexpectedly and no one else more skilled than you is around, you may be asked to do the job if your employer thinks you have the ability to learn it. Or, if you believe that you can do it, let your employer know. Help your employer know you as an able worker who wants to get ahead.

Doing your work well, getting along with others, showing an interest in the success of the company — all of these things will help your boss recognize you as someone with potential. They will help you get promoted. It won't hurt to mention to your boss your interest in improving yourself and moving into a position with more responsibility in the future. Help your boss keep you in mind.

How can I make myself more valuable to the employer I'm working for?

You can:

- Show an interest in the operation of the business.
- Take the initiative to learn new things.
- Take the training that's offered and use it.

- Learn about other jobs in the company.
- Look for ways that your job or other jobs could be done more effectively.
- Contribute at staff meetings.
- Get involved in committees, such as the occupational health committee.
- Volunteer for jobs your employer wants done.
- Show concern for other workers and help them when they're having difficulties.
- Show a positive attitude toward others.

In short, acting to make the work environment function better will go a long way to help you be seen as a valuable employee.



P
H
A
S
E

F
O
U
R

The Job Cycle

Time off work

Can I be fired?

If you're guilty of serious misconduct, your employer can force you to resign or fire you. This firing is referred to as a termination and your employer must have a good reason to do it. This is sometimes referred to as having just cause to fire someone.

An employer who is aware that an employee is having problems in the workplace should try to help that employee deal with the problems. The employer should encourage the employee to improve and warn him/her of the possible consequences of the poor work performance. This process is often referred to as progressive discipline.

What's layoff?

A layoff happens when your employer terminates your employment temporarily and for longer than six scheduled working days in a row.

Do I get any advance notice when I'm laid off?

If you've worked for your employer for more than 13 weeks in a row, the employer must give you written notice or pay instead of notice. The amount of the notice or pay instead of notice depends on how long you've been working for that employer.

For example, if you've been working from 13 weeks to a year, your employer must give you at least one week's notice.

If you've been working one to three years, your employer must give you at least two weeks notice. If you are in a union, you should check your collective agreement and/or see your shop steward or union rep.

What does pay instead of notice mean?

Your employer must give you written notice of layoff or termination before it happens. If they don't, they must pay you for the notice period. Your employer must pay your wages for the notice period you're entitled to, for example, one week if you've worked from 13 weeks to one year.

What am I entitled to when I leave a job?

No matter how you leave a job, within 14 days of leaving your employer must pay you:

- All wages they owe you (including banked overtime if you have an overtime bank)
- Vacation pay or public holiday pay they owe you, and
- Any pay instead of notice (if required).

You must be paid what you have earned for the pay period if a regular payday comes within those 14 days. As you will see in the next section, there are other things you might ask from an employer, especially if you're on good terms.

How much notice should I give an employer when I leave a job?

Once you have worked for the employer for more than 13 weeks, you must give at least two weeks notice before you leave. There are some exceptions.

For example, you do not have to give advance notice if you quit because you think the job is unsafe. In most cases, you may want to give the same notice your employer has to give you.

You may give your employer more than two weeks of notice depending on:

- Your need to leave the job by a certain time.
- Your relationship with your employer.
- How difficult it will be for your employer to replace you.

Be clear about your intention to leave. Give your employer a letter, typed or in your own handwriting, and signed that states your intention to leave.

A sample letter is included in this guide.

What's a leave of absence?

If you want to take time off work, you can ask for a temporary leave of absence, sometimes called a TLA.

Many companies have informal or written policies about leaves of absence, and some kinds of leaves, such as maternity leave and leave for military service, are required by law.

Some common types of leave are:

- Educational leave granted by the employer
- Maternity, adoption or parental leave
- Citizenship ceremony leave
- Leave for military service.

Saskatchewan's employment standards provide job-protected leave for reservists in Saskatchewan who volunteer for duty with the Canadian forces and are required to be absent from work for a period of time. For more information call 1.800.667.1783 toll free or visit saskatchewan.ca/business.

Your request for leave will depend on:

- The company's policy about leaves of absence
- Your reasons for wanting a leave
- Whether the type of leave you're asking for is required by law
- Whether your leave will benefit the company in the future, as it might in educational leave
- The length of the leave requested and how it will affect work in the company
- How easy it will be to find someone else to do your job, and
- The length of time you've been working at the company.

Getting a leave of absence is a co-operative arrangement between you and your employer that meets your needs and may also benefit your employer.

What if I have a new child or I'm pregnant?

There are three kinds of leave you can take if you have a new child. Your employer will give you unpaid leave if you're:

- Pregnant (maternity leave — only the birth mother can take this leave).

- Adopting a child (adoption leave – only the primary caregiver can take this leave. It is up to the parents to identify the primary caregiver).
- A parent of a new-born or newly adopted child (parental leave – either parent or both parents may take this leave).

Leave for maternity or adoption is 18 weeks. The parent taking maternity or adoption leave can also take up to 34 weeks of parental leave.

Where parental leave is taken with maternity or adoption leave, the leaves must be taken consecutively. The parent who does not take maternity or adoption leave can take up to 37 weeks of parental leave.

You qualify for these leaves if you:

- Are a full-time or a part-time employee
- Are employed at the time, and
- Have been working for the same employer for 13 continuous weeks before the day the leave begins.

You must ask for maternity, adoption or parental leave in writing four weeks in advance. Similarly, when you want to return to work, you must let your employer know in writing, at least four weeks in advance, that you will be going back to work.

You may qualify for Employment Insurance benefits for up to one year.

Can I be fired if I'm pregnant?

No. Your employer can't fire you, lay you off, or discriminate against you because you:

- Are pregnant
- Are temporarily disabled due to pregnancy, or
- Have applied for maternity leave.

Discriminatory action taken against an employee who is pregnant or temporarily disabled because of pregnancy is prohibited under Section 2-8(c) of *The Saskatchewan Employment Act*.

Do I get any financial support if I'm pregnant?

Your employer will not pay your wages, but you may be eligible for EI benefits. To find out, contact the nearest federal government office of Service Canada.

If your employer offers sick or disability benefits to the other employees, you're also eligible for them. If you are pregnant and unable to work due to pregnancy or illness related to your pregnancy, you can receive sick leave benefits and/or disability benefits. You also qualify for these benefits while pregnant if you're sick or disabled for reasons that are not related to your pregnancy.

While you're on leave for pregnancy, adoption or parental leave, you can continue to participate in your company's benefit plans.

Your employer may require you to contribute to the plan to maintain the benefits.

For example, you may have to pay something each month to maintain your health and dental plan or your long-term disability plan. If you were working, this contribution would be deducted from your paycheque.

What's an exit interview?

Having an exit interview with your employer when you leave a job can be a productive experience for both of you. You may have to request an exit interview. It could include:

- A review of what you did while you were working on that job.
- The things you learned.
- The positive experiences you had while working.
- The challenges you faced and dealt with.
- Future prospects with the company if that interests you.
- Discussion of a letter of reference if you're leaving the company on good terms.

The exit interview provides a final opportunity to ask for feedback on your performance as a worker and for you to express your thanks for the opportunity to work.

Doing this officially will show your employer that you valued the work opportunity. They will be left with a good impression of you.

Benefits (to hold on to)

What's seniority? Can I take it with me?

Seniority refers to the number of days you've worked for an employer who has a seniority policy. Each employee has a certain level of seniority.

Employers in unionized workplaces commonly use seniority in the hiring and promotion of workers who apply for other jobs. If two workers have equal qualifications to do the job, the worker with more seniority, that is with more time with the company, will get the job if the collective agreement agrees with the procedure.

You can usually take your seniority with you if you stay in the same company or system. In a unionized workplace, check your collective agreement to see what it states about seniority.

Do I lose my pension money if I leave a job?

No. It's very unlikely that you will lose your pension money if you leave an employer. Every pension plan is different, however, so your access to the money in the pension plan can vary. Some likely possibilities:

- You can transfer the money to another pension plan.
- You can't take the money out until a time set by your pension plan.

Check with the human resource officer at your workplace or with those who run the pension plan to find out your options.

What records are important? Do I need to keep a record of what I learned on each job?

It's to your advantage to keep a written record. Don't ignore this critical step when you finish a job.

Why? Well, when you apply for your next job, in the interview you'll be able to talk in an informed way about the skills and other things you learned on your previous job. You'll impress your next employer, and they will see your potential as an employee who learns on the job and values that opportunity to learn.

You'll also need to describe your new skills on application forms and when bringing your resume up to date. Making a written record of what you learn will make these tasks much easier.

Do I need to keep a record of the time I've worked on a job?

When you finish a job, your employer should give you a record of employment form that indicates the dates you started and finished employment with that company (and how much you earned). You'll have to submit this form if you apply for employment insurance. If your employer doesn't give you your record of employment, ask for it!

It may help you remember your employment dates if you ask your employer for a letter showing your dates of employment. This can be part of your personal record of employment. You can use it to update your resume and show it to future employers who want proof of your work history.

Will my employer send me something to help me fill in my income tax form?

It is your employer's responsibility to mail or give you your official T4 slip. It shows the total wages you earned over the last calendar year and the money deducted from your earnings.

Deductions from your paycheque include taxes, your Canada Pension Plan (CPP) contributions and EI. The law requires these deductions.

Use your T4 slip(s) to fill-out your income tax return. Keep a copy of the slip(s) for your own records. Send in the originals with your return.

If you paid more tax than you should have while you were working, you'll get a refund; if you paid less, you'll have to make up the difference between what you paid and what you needed to pay.

Don't forget

Your employer is obligated to mail or give you your T4 by February 28. If you've moved, however, and your past employer doesn't have your address, you may not receive your T4.

It's up to you to let your past employers know your current address. You can also contact your past employer and agree to pick up your T4.

If you don't receive a T4 as you should, you can submit your pay stubs to the Canada Revenue Agency when you file your income tax return.

Your pay stub (pay statement) shows your earnings and deductions for each pay period. This is a good reason to hold on to all your pay stubs.

Generally, your income tax return has to be filed on or before April 30 of each year.

What's a letter of reference? How do I get one?

If you leave on good terms with the employer, ask your boss or supervisor for a letter of reference before you leave a job. That means you'll have it when you leave and start applying for your next job. You can attach it to your resume.

An employer may ask you what you want in your letter of reference.

You may suggest the following:

- Dates you worked for the company.
- Your status as a full-time or part-time worker.
- What you did, that is your duties and responsibilities.
- The skills you learned and demonstrated.
- A comment on the quality of your work.
- If the employer would recommend you for another job.

Of course, you probably wouldn't use an employer as a reference if they wouldn't give you a positive recommendation.

Leaving a job

What happens if I leave because of illness or injury?

If you leave because of illness or injury, you'll be able to use the following to cover your living costs:

- Employment Insurance
- Accumulated sick leave benefit in the short-term if your employer pays sick leave benefits
- If your employer pays sick leave benefits
- Short-term disability benefits if your employment situation offers those benefits, and
- Long term disability benefits or WCB benefits in the long-term if your employer provides them.

If I think I wasn't paid all the money I earned, what can I do?

To get information about any workplace financial concern you may have such as unpaid wages, holiday pay, annual vacation pay or about other workplace concerns such as your dismissal, contact the employment standards call centre at 1.800.667.1783, visit saskatchewan.ca/business or contact the nearest Employment Standards Division office.

Then talk to your employer to see if you can work it out. If you can't, you can file a complaint with employment standards for unpaid wages.

Your complaint should be filed within one year of the time the wages were due.

Employment standards can only recover wages that should have been paid to you the year before the complaint was filed or during your last year of employment with that employer. You may be able to collect unpaid wages after one year, but you may have to go to court to do it.

If you have a complaint about any financial matter — unpaid wages, holiday pay, annual vacation pay — contact employment standards. You can also contact employment standards if you have a complaint about your dismissal.

There is an online complaint form available at saskatchewan.ca.

If I think I was unfairly dismissed, what can I do?

You have the right to fair and equal treatment in the workplace and that applies to dismissals.

If you think you were dismissed over one of the areas protected by ***The Saskatchewan Human Rights Code*** — age, creed or religion, family or marital status, nationality, ancestry or place of origin, physical or mental disability, race or colour, receipt of public assistance, sex or sexual orientation — you have a right to file a complaint with the Saskatchewan Human Rights Commission (SHRC).

Sections 3-31 to 3-35 of ***The Saskatchewan Employment Act*** protect workers from discriminatory action for refusing work they believe to be unusually dangerous.

For example, your employer cannot legally fire you for exercising this right. You must have grounds for your belief and follow the proper steps:

1. The employee should inform their employer/supervisor that they are refusing work because of a health or safety concern. The supervisor should ask the employee what task or tasks they are refusing and why they believe the work is unusually dangerous.
2. The employee should not leave the worksite without their employer's permission.
3. If the worker and supervisor cannot resolve the concern, they should contact their workplace occupational health committee
4. The OHC will investigate the refusal to determine if there are reasonable grounds to refuse the work. The OHC's decision must be unanimous.
5. If the concern cannot be resolved within the workplace, contact the occupational health and safety branch at the Ministry of Labour Relations and Workplace Safety by calling 1.800.567.7233.
6. An occupational health officer will investigate the refusal and provide a written decision on the matter.

What if someone makes a complaint against me?

Employees have the right to file a complaint against you (a worker) if they think that you discriminated against them at work for any of the reasons listed above.

The SHRC may look into the matter even if you've left your place of employment. If the SHRC accepts the complaint, you'll receive a copy of the complaint, plus an opportunity to present your point of view.

Employment Insurance

What's EI? Can I receive it?

Employment Insurance (EI) is a temporary financial safety net to protect Canadians from hardship when they lose their jobs and while they are looking for work. You must meet certain conditions to qualify for EI — contact Service Canada for details.

The federal government pays regular benefits to qualified people who are available for work and able to work, but who can't find a job.

Let's assume that you lost your job and you're looking for work. To receive EI you must:

- Apply for it
- Have paid into the EI while working
- Have been without work and without pay for at least seven days in a row, and
- Have worked the required number of hours.

How long do I have to work to be eligible for benefits?

In most cases you must have worked a minimum of 420 to 700 hours. If you're in the work force for the first time, you'll need more hours. Most likely you'll need 910 hours of work in the last 52 weeks during which you made EI contributions.

If you're applying for sickness, maternity or parental benefits, you'll need 700 hours of work.

Please note that the regulations often change. You should consult EI for the latest information.

How much and how long are EI benefits?

Your basic benefit rate is usually 55 per cent of your average weekly-insured earnings. There are some exceptions.

You can receive EI benefits from 14 to 45 weeks.

What are my responsibilities while I'm on EI?

While receiving EI, you must:

- Be willing and able to work
- Be looking for work
- Follow instructions from EI staff
- Accurately report all money earned while on EI
- Report all work you do while on EI even if you haven't yet been paid
- Report any absence from your area of residence, and
- Report any absence from Canada.

Where and how can I apply?

You need to complete an EI application form, available at any EI office.

You will need to bring:

- Your social insurance number (SIN), and
- Your record of employment (ROE) issued by your employer(s).

Agencies to contact

Labour Market Services

saskjobs.ca/contact.jsp

Creighton	306.688.1222
Estevan	306.637.3820
Humboldt	306.933.6281
La Ronge	306.425.4520
Lloydminster	306.825.6418
Meadow Lake	306.236.7538
Melfort	306.953.2488
Moose Jaw	306.694.3699
Nipawin	306.953.2488
North Battleford	306.446.8705
Prince Albert	306.953.2488
Regina	306.787.2160
Saskatoon	306.933.6281
Swift Current	306.694.3699
Weyburn	306.637.3820
Yorkton	306.786.1354

Service Canada
(includes EI and SIN inquiries)

Toll free for Saskatchewan 1.800.206.7218

**Saskatchewan Apprenticeship and Trade
Certification Commission**

saskapprenticeship.ca

Toll free	1.877.363.0536
Estevan	306.637.4930
La Ronge	306.425.4385
Moose Jaw	306.694.3735
North Battleford	306.446.7409
Prince Albert	306.953.2632
Regina	306.787.2444
Saskatoon	306.933.8476
Swift Current	306.778.8945
Yorkton	306.786.1394

Saskatchewan Human Rights Commission

306.933.5952 (Saskatoon)

Toll free 1.800.667.1783

Employment Standards Division

1.800.667.1783

Occupational Health and Safety Branch

1.800.567.SAFE(7233)

Saskatchewan Workers' Compensation Board

306.787.4370

Toll free 1.800.667.7590

Alcohol and Drug Services

Contact your local health district office

Canada Revenue Agency

Individual income tax inquiries

1.800.959.8281

For information about unions

Canadian Labour Congress (CLC)

306.525.6137 (Regina)

Saskatchewan Federation of Labour (SFL)

306.525.0197 (Regina)

Programs supporting young persons interested in entrepreneurship

Futurpreneur Canada

1.800.464.2923

www.futurpreneur.ca

Young Entrepreneur Financing Program Business Development Bank of Canada

Toll-free number: 1.877.BDC.BANX (232.2269)

1.888.463.6232 (BDC Client Contact Centre)

www.bdc.ca

Junior Achievers Company Program

306.955.5267

saskatchewan.jacharters.org/program/company-program

Community Futures Youth Business Excellence

cfsask.ca/programs/youth-business-competitions

**Agencies involved in economic and
business development**

**Canadian Federation of Independent
Business (CFIB)**

306.757.0000 (Regina)

www.cfib-fcei.ca

Saskatchewan Chamber of Commerce

306.352.2671 (Regina)

www.saskchamber.com

Canada Business Network

1.888.576.4444

www.canadabusiness.ca/eng/sgc-47

My Profile

My vision statement

When taking your first steps in the world of work, it helps to look forward and imagine the future you want. Ask yourself what you want to be doing in five or 10 years.

Take this opportunity to express your hopes and dreams about the goals you may reach, as the simple wishes of the present have the potential to be your future.

Sample vision statement: “I’ve always wanted to be an occupational therapist. My body is strong, and I’ve always enjoyed doing physical things like sports. I’d like to help people who are recovering from injury or illness.”

Write down your personal vision statement after you’ve thought about what you’d like your future to hold.

How I see my future...



Entering the labour market

Answering the following questions will help you in an interview. Your answers will also form the basis of your resume.

- What are my best personal qualities?
- What do others say about me as a person?
- What kind of work tasks do I do well?
- What have others said about my work in school, at home or elsewhere?
- What skills can I offer an employer (based on what you do well). Don't forget computer skills, keyboarding, languages, CPR, first aid, etc.
- What kind of work do I like doing?
 - Working with people.
 - Working with numbers and information.
 - Working with things/objects.

Jobs that appeal to me

1. _____

2. _____

3. _____

My work experiences (paid or volunteer) in order,
starting with the most recent:

Position: _____

Company/organization: _____

Address: _____

Supervisor: _____

Phone: _____

Email: _____

Pay rate: _____

Start date/end date: _____

Duties: _____

Position: _____

Company/organization: _____

Address: _____

Supervisor: _____

Phone: _____

Email: _____

Pay rate: _____

Start date/end date: _____

Duties: _____

Position: _____

Company/organization: _____

Address: _____

Supervisor: _____

Phone: _____

Email: _____

Pay rate: _____

Start date/end date: _____

Duties: _____

Position: _____

Company/organization: _____

Address: _____

Supervisor: _____

Phone: _____

Email: _____

Pay rate: _____

Start date/end date: _____

Duties: _____

My education and training

List your education and any training, starting with your most recent course or program.

Include schooling, short courses and any other training you've taken.

Course/program: _____

School/training institute: _____

Date completed: _____

Course/program: _____

School/training institute: _____

Date completed: _____

Course/program: _____

School/training institute: _____

Date completed: _____

Course/program: _____

School/training institute: _____

Date completed: _____

Course/program: _____

School/training institute: _____

Date completed: _____

My references

Name: _____

Position: _____

Address: _____

Postal code: _____

Phone: _____

Email: _____

Name: _____

Position: _____

Address: _____

Postal code: _____

Phone: _____

Email: _____

Name: _____

Position: _____

Address: _____

Postal code: _____

Phone: _____

Email: _____

Making progress (during a job)

Current Work Schedule

Shift	Day	Evening	Night	Other
Monday				
Tuesday				
Wednesday				
Thursday				
Friday				
Saturday				
Sunday				

Work Schedule Worksheet

Shift	Day	Evening	Night	Other
Monday				
Tuesday				
Wednesday				
Thursday				
Friday				
Saturday				
Sunday				

How I rate myself on these positive employee qualities

Punctual (on time)

Excellent _____ OK _____ Need to improve _____

How? _____

Dependable/reliable

Excellent _____ OK _____ Need to improve _____

How? _____

Co-operative

Excellent _____ OK _____ Need to improve _____

How? _____

Get along well with others

Excellent _____ OK _____ Need to improve _____

How? _____

Helpful

Excellent _____ OK _____ Need to improve _____

How? _____

Take initiative

Excellent _____ OK _____ Need to improve _____

How? _____

Able to work independently

Excellent _____ OK _____ Need to improve _____

How? _____

Responsible

Excellent _____ OK _____ Need to improve _____

How? _____

Conscientious

Excellent _____ OK _____ Need to improve _____

How? _____

Communicate well with others

Excellent _____ OK _____ Need to improve _____

How? _____

Positive/enthusiastic

Excellent _____ OK _____ Need to improve _____

How? _____

Loyal/trustworthy

Excellent _____ OK _____ Need to improve _____

How? _____

Flexible/adaptable

Excellent _____ OK _____ Need to improve _____

How? _____

Look after work environment

Excellent _____ OK _____ Need to improve _____

How? _____

Take directions well

Excellent _____ OK _____ Need to improve _____

How? _____

Training I've taken on the job

Training that would be good for me to take

Things to do (leaving a job)

Create a job history

Job/employer	Start date	End date

Things I learned (new skills) on my last job:

“I can ...”

Your next employer may expect you to talk about what you learned on a previous job.

1. _____

2. _____

3. _____

4. _____

5. _____

6. _____

Sample letter advising my employer I'll be leaving

(Date)

Dear _____ (name of employer),

This is to let you know that I will be resigning from my job on _____ (date).

Thank you for the opportunity to work for _____ (name of company) as a _____ (name of job).

Yours truly,

(My signature)

(my name in print or typed)

You may want to add the following in your letter:

I would like to discuss with you before I leave:

- A letter of reference.
- The possibility of part-time work during the school year.
- What I was able to learn and do while I was employed here (exit interview).

Acknowledgments

This is to acknowledge the contributions of the youth, teachers and agencies that commented on this guide and shared their ideas on how it could meet the needs of new and young workers.

The following agencies contributed to the content of this publication:

- Addiction Services
(Regina Qu'Appelle Health District)
- Canada Revenue Agency
- Service Canada
- Saskatchewan Apprenticeship and Trade Certification Commission
- Government of Saskatchewan
- Saskatchewan Human Rights Commission,
and
- Saskatchewan Workers' Compensation Board.

Index

Topic.....	Page
Age.....	27
Applying for a job.....	40
Apprenticeship.....	38
Benefits (to hold on to)	152
Employees need a SIN	34
Employers need.....	31
Employment equity.....	49
Employment Insurance	160
Evaluation on the job	134
Exploring careers	35
First day	64
Getting ahead.....	138
Getting along.....	131
Human rights.....	83
Interviews.....	51
Introduction	2
Job market.....	30
Leaving a job	156
Pay and benefits.....	91
Rights and responsibilities for safety.....	69
Safety on the job	72
Sick or injured	113
Smoking, drinking, drugs.....	118
Starting a job.....	59
Starting my own business.....	37
Stress.....	120
Support on the job	129
Time off work.....	145
Unions.....	87
Work schedule.....	102



wcbask.com

worksafesask.ca

05/26 WEB