

SPECTRUM

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Employment



The Employment Standards Act ensures that certain terms and conditions of employment meet certain minimum standards. You should make yourself familiar with these standards in order not to be taken advantage of in the labour market.

What is the minimum wage in New Brunswick?

Effective October 1, 1990, the minimum wage in New Brunswick will be \$4.75 per hour for all hours worked up to and including 44 hours per week. All persons working in this Province must receive at least this rate from their employer. As of October 1, the minimum rate payable for each overtime hour worked in excess of 44 hours per week is \$7.13. Starting August 1, 1991, the minimum wage will be \$5.00 and the minimum rate for overtime pay will be \$7.50.

Minimum wage is not affected by the tips you may earn. These are considered to be your own property. An employer may, how-

ever, require that your tips be pooled and then later distributed evenly among all the employees. In some establishments, a surcharge is imposed. This means that a gratuity, usually 15% is included in the menu price. In this case, the surcharge is distributed among the employees.

It is important to note that your employer should pay you in instalments no further than 16 days apart.

How many hours must I work per week?

You may work as many hours as you wish in a week, subject to any stipulation in your employment contract. Your employer cannot force you to work more than 44 hours per week.

If you do work more than 44 hours per week, your employer must pay you overtime, which is one and one-half times your regular wages.

Do I get paid for public holi-

days?

In order to have a paid public holiday from work, you must have been working for your present employer for at least 9 months in the 12 calendar months preceding the public holiday. Furthermore, if you must work on a public holiday, you are also entitled to be paid time and one-half your regular hourly wages for each hour you work that day.

What type of vacation benefits am I entitled to?

All employers in New Brunswick are required to give their employees an annual vacation leave with vacation pay.

Employees shall receive vacation pay of at least 4% of their total annual wages. They shall also receive vacation leave of at least 1 day for each calendar month in which they work.

How much notice am I entitled too if I am fired?

You are entitled to two weeks

written notice where you have been employed for a continuous period of more than 6 months but less than 5 years. If you have been employed for 5 years or more, you must be given 4 weeks written notice.

What are my personal rights regarding employment?

You have the right not to be refused a job based on race, creed, religion, color, sex, marital status, physical disability, nationality, ancestry, place of origin or age (in some cases). Age is a special category because there are certain jobs for which there is a minimum age requirement (e.g. bartender). If you are under the age of 16 years, you must obtain a special permit in order to work. Employers must always attempt to hire the person with the most merit and ability to do the job at hand. If you have been refused employment on the grounds just mentioned, your personal rights have been violated.

If you have a complaint against

your employer based on discrimination, you should contact the Human Rights Commission on Church Street in Fredericton. If your employer has breached any of the above-mentioned standards as required by the Employment Standards Act, you should contact the Employment Standards Tribunal of the N.B. Department of Labour.

THIS COLUMN IS INTENDED TO BE USED AS A GUIDE ONLY. IT IS NOT MEANT TO BE A REPLACEMENT FOR PROFESSIONAL LEGAL ADVICE. IF YOU REQUIRE ANY ADDITIONAL LEGAL INFORMATION OR LEGAL COUNSELLING, PLEASE CONTACT A LAWYER.)

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Fredericton's Largest Entertainment Software Selection

<i>Shinobi</i>	reg \$56.99	NOW \$28.99	<i>Carl Lewis</i>	reg \$34.99	NOW \$18.99
<i>Rick Dangerous</i>	\$52.99	\$25.99	<i>Wizardry</i>	\$39.99	\$32.99
<i>Bad Dudes</i>	\$42.99	\$25.99	<i>Captain Blood</i>	\$49.99	\$21.99
<i>Rush 'N Attack</i>	\$44.99	\$24.99	<i>RoboCop</i>	\$59.99	\$28.99
<i>Manhunter NY</i>	\$59.99	\$35.99	<i>Thunder</i>	\$39.99	\$25.99
<i>Miami Vice</i>	\$42.99	\$24.99	<i>Superman</i>	\$49.99	\$27.99
<i>Mines Of Titan</i>	\$58.99	\$35.99	<i>Super Hang-on</i>	\$42.99	\$25.99
<i>Future Classics</i>	\$39.99	\$29.99	<i>Wings of Fury</i>	\$42.99	\$28.99
<i>Batman</i>	\$49.99	\$29.99	<i>Ajax</i>	\$44.99	\$26.99
<i>Heat Wave</i>	\$62.99	\$29.99	<i>Epyx Baseball</i>	\$54.99	\$25.99
<i>Dr. Doom's Revenge</i>	\$49.99	\$28.99	<i>Horse Racing</i>	\$59.99	\$39.99
<i>Keef The Thief</i>	\$54.99	\$21.99	<i>Future Wars</i>	\$59.99	\$39.99
<i>Pro Tennis Tour</i>	\$49.99	\$33.99	<i>Metal Gear</i>	\$39.99	\$19.99
<i>Casino Gambling</i>	\$49.99	\$23.99			

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