

Task Title: Illegal Deductions from Wages

# OALCF Cover Sheet – Practitioner Copy

**Learner Name:\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_**

**Date Started:\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_**

**Date Completed: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_**

|  |  |  |
| --- | --- | --- |
| **Goal Path:** | Employment | Apprenticeship |
| Secondary School | Post Secondary | Independence |

**Successful Completion:**  Yes No

**Task Description:** The learner will watch a video from the Ministry of Labour to extract information about the rights of employees.

**Main Competency/Task Group/Level Indicator:**

* Find and Use Information/A3

**Materials Required:**

* Pen/pencil and paper
* Computer or digital device

# Learner Information

Many government agencies post informational videos about the rights of employees. Watch this video from the Ontario Ministry of Labour:

<https://www.youtube.com/watch?v=RkRrPOzBDak>

# Work Sheet

**Task 1: List two types of deductions that an employer cannot make from an employee’s wages.**

Answer:

**\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_**

**Task 2: What should an employee not do if a customer leaves without paying?**

Answer:

**\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_**

**Task 3: What is the rule about deducting wages for bad workmanship?**

Answer:

**\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_**

**Task 4: How can you contact the Ministry of Labour to learn more about wage deductions?**

Answer:

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# Answers

**Task 1: List two types of deductions that an employer cannot make from an employee’s wages.**

Answer: Any two of

* damage to items
* merchandise stolen by a customer
* “dine and dash”
* gasoline theft
* when cash count is short (if someone else had access to the cash till)
* faulty workmanship
* poor work that costs the company

**Task 2: What should an employee not do if a customer leaves without paying?**

Answer: The employee should not chase the customer/thief.

**Task 3: What is the rule about deducting wages for bad workmanship?**

Answer: Even when companies have to reimburse customers for a job poorly done, they cannot deduct the loss from their employees’ wages, even if the employee agrees to pay for it.

**Task 4: How can you contact the Ministry of Labour to learn more about wage deductions?**

Answer: [www.ontario.ca/employmentstandards](http://www.ontario.ca/employmentstandards) or 1-800-531-5551

# Performance Descriptors

| Levels | Performance Descriptors | Needs Work | Completes task with support from practitioner | Completes task independently |
| --- | --- | --- | --- | --- |
| A3 | extract information from films, broadcasts and presentations |  |  |  |

This task: Was successfully completed Needs to be tried again

Learner Comments:

Instructor (print): Learner (print):

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