**JOBSMART SCENARIOS**

Evaluate the following scenarios and describe how you think the situation would

Be resolved and which piece of legislation would be used to support the decision.

1. Joe has been hired to work part-time on a construction site, he knows that

he should wear safety boots but cannot afford them. How does the

employer handle this?

|  |
| --- |
| Since the employer cannot afford safety boots, he should contact the BC Workers |
| Compensation Act where he and the BC Workers Compensation Act will resolve the |
| situation. |
| Legislation: BC Workers Compensation Act |

1. An employer told the employee that they were working from 9 am to 5 pm

the next day. When he arrived ready to work at 8:45, the employer said that

he had changed his shift to noon to 8 pm. The employee had made plans for

the evening. What should happen?

|  |
| --- |
| In this case, what should happen is that the employee should get together with the |
| employer and discuss about the working hours and make a collective agreement and |
| that collective agreement will be voted upon the union members of that organization. |
| Legislation: Collective Agreement |

1. Sandi has applied for a job working in a high end retail outlet, she is very

excited when she gets called in for an interview. When she arrives at the

store, she is upset when the manager seems surprised when she

introduces herself and then without even interviewing her she casually

dismisses her and says that the position has been filled. Sandi is

concerned because she thinks this may have to do with her race.

|  |
| --- |
| What Sandi needs to do is that since the manager dismisses her without interviewing |
| Sandi, Sandi needs to contact the BC Human Rights Act in which they will provide a |
| redress in which she is discriminated or file a complaint against the manager due to |
| her race. |
| Legislation: BC Human Rights Act |

1. An employer advertised a job for $10.25, but only paid $8. What should the

employee does? Which piece of legislation would be referred to?

|  |
| --- |
| The employee should file a complaint against his employer at the BC Employment |
| Standards Act along with the BC Employment Standards Branch to show that that the |
| Employee is only getting paid $8 instead of $10.25 or resolve this with the employer. |
| Legislation: BC Employment Standards Act |