

Write any  
job and or career  
on the sticky note.



Place it  
on the  
flip chart.

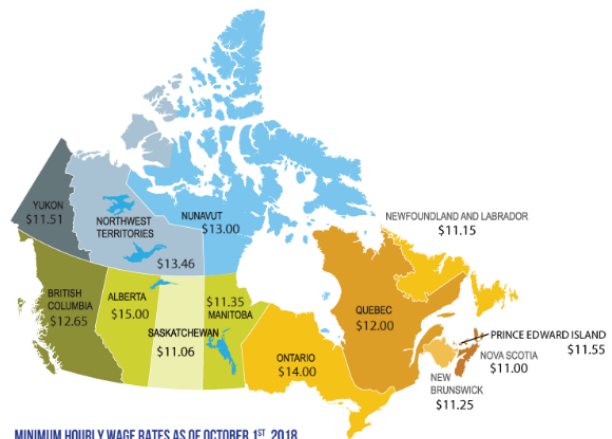


Copy down the following notes/definitions...

# Minimum Wage

The minimum amount a worker must be paid an hour.

This rate varies, depending on which province or territory you live in.



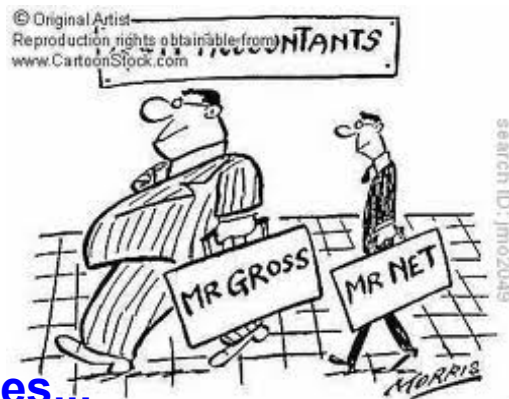
MINIMUM HOURLY WAGE RATES AS OF OCTOBER 1<sup>st</sup>, 2018  
Retail Council of Canada  
[www.retailcouncilofcanada.org](http://www.retailcouncilofcanada.org)

# Gross Pay

the total amount  
of money earned  
(pay before deductions)

# Overtime

work beyond a normal  
work week (40 hours)



## Rates...

- time and a half: your regular rate plus half of your (Rate x 1.5)
- double time: double your hourly rate (Rate x 2)
- triple time: triple hourly rate (Rate x 3)

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Check out the **pay statement**  
on page 55  
and answer questions 1 to 4.

**ACTIVITY 2.1**  
**INTERPRETING PAY STATEMENTS**

Work in a small group to complete this activity. Your friend Jolie has started a job as an apprentice elevator repairperson. Study her first pay statement, which is shown below. Pay statements are provided by the employer.

**pay statement:** a form an employer gives an employee that shows earnings and deductions from earnings for a defined pay period

<b>Employee Name:</b> Jolie			
<b>Company:</b> ABC Elevator Repair		<b>Pay Begin Date:</b> 10/13/2011	
		<b>Pay End Date:</b> 10/19/2011	
<b>General</b>			
<b>Employee ID:</b> 999999		<b>Job Title:</b> Elevator repair apprentice	
<b>Address:</b>		<b>Pay Rate:</b> \$19.00/h	
		<b>Annual:</b>	
<b>Hours and Earnings</b>			
<b>Description</b>	<b>Rate</b>	<b>Hours</b>	<b>Gross Earnings</b>
Regular	19.00/hr	37.5	\$712.50

1. How many days does the pay period cover?
2. If Jolie's gross earnings are \$712.50, how many hours did she work?
3. Did she earn more or less than the minimum wage in your province or territory?
4. Develop a formula Jolie could use to calculate her earnings for any given pay period.

**SOLUTIONS**

1. The pay period covers 7 days.
2. Divide Jolie's gross earnings by her rate of pay.



**EX #1:** Each summer, Rick works at a home show in Halifax as a parking lot attendant. His wages this year are \$9.76 an hour and his hours of work vary from week to week. He worked 25 hours for the week August 14–20 and 35 hours for the week August 21–27.

Rick’s pay statement is shown below. Check it for accuracy and correct any errors you find.

<b>Employee Name:</b> Rick			
<b>Company:</b> Nova Scotia Spring Ideal Home Show		<b>Pay Begin Date:</b> 14/08/2011	
		<b>Pay End Date:</b> 27/08/2011	
<b>General</b>			
<b>Employee ID:</b> 999999		<b>Job Title:</b> Parking lot attendant	
<b>Address:</b>		<b>Pay Rate:</b> \$9.76/h	
		<b>Annual:</b>	
<b>Hours and Earnings</b>			
<b>Description</b>	<b>Rate</b>	<b>Hours</b>	<b>Gross Earnings</b>
Regular	<del>\$8.76</del>	60	<del>\$525.60</del>

9.76X

\$585.60

**DISCUSS THE IDEAS****TYPES OF EARNINGS**

Working with a partner, discuss the following questions:

1. Make a list of the different ways people are paid.
2. What are several different types of jobs that fall into each category of pay?
3. Is there an advantage to being paid weekly rather than monthly? Why do you think most workers are not paid weekly?
4. If you worked at a job in which you earned an annual salary that was paid monthly, and you worked more than 40 hours in a week, how might you be compensated for your overtime work?

*Hourly Rate  
Salary  
Tips  
Piecework  
Bonus*

**SOLUTIONS**

1. People can be paid weekly, biweekly, semi-monthly, monthly, daily, hourly, annually, by contract, on commission, and by piecework.
2. Answers will vary. Examples of daily, hourly, or weekly paying jobs include temp work, administrative jobs, part-time work, and construction jobs. Examples of biweekly, semi-monthly, and monthly paid jobs include full-time work, retail jobs, administrative work, teaching, and clerical positions. Jobs paid on a piecework basis include delivering newspapers or flyers, manufacturing, sewing, floor installation, and cabinet installation. Commission based jobs include retail sales, car sales, and selling real estate. Contract work includes house painting and construction.
3. Answers will vary. One advantage to weekly pay is having more pay periods a year (52 rather than 12). Another advantage is that you would be paid sooner when you start a new job. One reason most workers are not paid weekly is because it would be expensive for a company to have to process payroll payments every week.
4. Most people who work on an annual salary don't get paid overtime. In some cases, an employer may offer time off in lieu of overtime pay.

## Salaries

- a fixed amount of money that is paid over one year.
- daily pay periods - salary divided by 365
- weekly pay periods - salary divided by 52 weeks
- bi-weekly pay periods - salary divided by 26
- monthly pay periods - salary divided by 12
- quarterly pay periods - salary divided by 4





## **HOMEWORK...**

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Questions 1 to ~~10~~

[2.1 Build Your Skills Detailed Solutions.pdf](#)



[Worksheet - Wages and Salaries.pdf](#)



## Attachments

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2.1 Build Your Skills Detailed Solutions.pdf

Worksheet - Wages and Salaries.pdf