**Unit 5: Organizing**

**Activity 4: Human Resources - Legal Considerations**

***Questions:***

1. The rights of workers in Ontario are covered by?
2. List five of the many employment standards covered by Ontario Employment Standards Act (ESA).
3. The Occupational Health and Safety Act gives workers which **rights?**
4. In addition to rights, what do Ontario workers also have? List two specific duties.
5. What does “affirmative action” refer to?
6. What is a collective agreement?

***Task:*** *Read the Employment Standards fact sheet entitled “*[*What Young Workers Should Know*](http://download.elearningontario.ca/repository/1237100000/BOH4MPU05/BOH4MPU05A04/docs/fs_young.pdf)*.”*

*Note: (you need to click on the link from the Content page on OERB or copy this url address into your browser:* [*http://download.elearningontario.ca/repository/1237100000/BOH4MPU05/BOH4MPU05A04/docs/fs\_young.pdf*](http://download.elearningontario.ca/repository/1237100000/BOH4MPU05/BOH4MPU05A04/docs/fs_young.pdf)*)*

***Assignment:*** *Choose* ***three things*** *that you “should know” which you did not know before reading this fact sheet as a focus for answering the following questions. Please answer in full and complete sentences.*

* *What did you learn from reading this fact sheet?*
* *Why do you think this is an important employment standard for workers in Ontario?*
* *What implication does this employment standard have for managers?*

**Response: ( /10 Communication Marks)**