

Manitoba Employment Standards Quiz

Instructions: For each of the statements below, determine whether it is true or false, and write either **True** or **False** in the space following the statement. If the statement is false, correct it to be true by crossing out, replacing, and/or adding the necessary words to the statement.

1. The current minimum wage is \$9.00 per hour. _____
2. Employees are entitled to a 45-minute unpaid break after completing five hours of work. _____
3. Employees (except security personnel, caretakers, and power engineers who live in the buildings where they work) are entitled to at least one day of rest (24 hours) without pay in each week. _____
4. Standard hours of work are eight hours per day and 40 hours per week. _____
5. In the construction or landscaping industries, the standard hours of work are different. _____
6. Once a work schedule has been approved, the employer can change it at any time. _____
7. If a schedule changes after an employee has reported for work, the employee must be paid for the length of the shift or for four hours, whichever is greater. _____
8. Employers who ask or allow employees to work longer than the standard hours of work must pay these employees double their regular hourly wage for each hour worked during overtime. _____
9. Employees who perform primarily management functions and employees who substantially control the hours of work and earn twice the Manitoba average industrial wage are excluded from standard hours of work and overtime. _____
10. Employees under 17 years of age must have a permit from the Employment Standards Branch before they can work. _____
11. People under 18 years of age are not allowed to work alone between the hours of 11:00 p.m. and 6:00 a.m. _____

Manitoba Employment Standards Quiz (2)

12. Employees under 16 years of age are not allowed to work at pruning, repairing, maintaining, or removing trees. _____
13. There are 10 general holidays throughout the year. _____
14. Easter Sunday is not a general holiday. _____
15. Employees must be paid at least once a month and within 10 days of the end of a pay period. _____
16. Employees cannot work overtime without the knowledge or permission of their employers. _____
17. Employees who work on general holidays are normally entitled to 1.5 times the regular rate of pay for the hours worked, in addition to their general holiday pay. _____
18. After five years of service, employees are entitled to four weeks of vacation. _____
19. Employers who wish to terminate employees must give notice of termination or pay wages equal to what would normally be earned during the notice. _____
20. Employers do not have to pay employees for their required breaks. _____

Answer Key!

1. False The current minimum wage is [*insert current amount*] per hour.
2. False Employees are entitled to a **30-minute** unpaid break after completing five hours of work.
3. True
4. True
5. True
6. True
7. False If the schedule changes after an employee has reported for work, the employee must be paid for the length of the shift or for **three** hours, whichever is greater.
8. False Employers who ask or allow employees to work longer than the standard hours of work must pay these employees **1.5 times** their regular hourly wage for each hour worked during overtime.
9. True
10. False Employees under **16** years of age must have a permit from the Employment Standards Branch before they can work.
11. True
12. True
13. False There are **eight** general holidays throughout the year.
14. True
15. False Employees must be paid at least **twice** a month and within 10 days of the end of a pay period.
16. True
17. True
18. False After five years of service, employees are entitled to **three** weeks of vacation.
19. False Employees who wish to terminate employees **do not always have to** give notice of termination or pay wages equal to what would normally be earned during the notice.
20. True