**Employment Standards Act - Case Study 1**

Via Contracting Ltd. v. British Columbia (Director of Employment Standards)

(May 31, 1996) S. Wolfgang.

**ISSUE:** Hiring—Wage Rate advertisement—Wage Claim

**FACTS:** The employees provided the employer with a record of hours worked. The employer crossed out those hours he felt were inflated. No record of hours worked was supplied to the employees. The employees alleged they were offered $12.50 per hour when they first heard about the job. The job was advertised as having a salary of between $12 and $18 per hour. The employer, in fact, paid only $11.35 per hour.

**YOU BE THE TRIBUNAL (jury)**

1. **What are the pertinent facts to consider(3-4 points)?**
2. **Has the employer violated the Employment Standards Act?** Yes No

#### How? Quote relevant aspects from the Act (click on Weebly for actual Act)

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4**. What should be the result?**

**Employment Standards Act - Case Study 2**

Van Isle plywood Sales Ltd. V. British Columbia (Director of Employment Standards) (February 29, 1996), R. Sollis.

ISSUE: Hours of Work—Overtime

FACTS: The employee worked nine hours per day Monday to Friday and seven-and-half hours Saturday. The employee was paid a monthly wage that did not include overtime payments.

YOU BE THE TRIBUNAL (the jury)

1. What are the pertinent facts to consider?
2. Has employer violated the Employment Standards Act? Yes No
3. How? Quote relevant aspects from the Act (click on Weebly for actual Act)

1. What should be the result?

**Employment Standards Act - Case Study 3**

Fleetwood Coffee House Inc. V. British Columbia (Director of Employment Standards) (May 1, 1996), J.W. Brown

ISSUE: Wages—Deductions—Shortfall in cash

FACTS: The employer withheld wages. The employer submits that the deduction was for shortfalls in cash (i.e., the employee’s cash register balance was short.)

YOU BE THE TRIBUNAL

1. What are the pertinent facts to consider?
2. Has employer violated the Employment Standards Act? Yes No
3. How? Quote relevant aspects from the Act (click on Weebly for actual Act)
4. What should be the result?