

TEACHING NOTES

Curriculum connections

LINC/Adult ESL:

Theme: Employment

Topic: Working in Canada

Theme: Canadian Law

Topic: Employment Law

Theme: Community & Government Services

Topic: Counselling & Advocacy

Vocabulary

law, legal, wage, minimum wage, hour, above, below, dishwasher, cleaner, security guard, work, get, pay, pay stub, pay period, rate of pay, wages, total

Minimum wage (pages 2-3)

Ask if any learners know what minimum wage is and why it is called minimum wage. You may wish to introduce the concept of “minimum” with a situation in which lower than minimum is not OK (for example: minimum height requirement to ride a roller coaster) or not legal (minimum drinking age, minimum driving age) and then explain that it is also not legal for an employer to pay less than minimum wage. Explain that minimum wage is set by the Ontario government, and may go up from time to time. Minimum wage rates can be found at: www.labour.gov.on.ca/english/es/pubs/guide/minwage.php.

Learners can listen as you read the opening sentences. They can look at the top picture and talk about what they see, then read the sentences beside the picture together. They can do the same with the pictures of the three workers. You can elicit the categories “name”, “job”, and “wage”, and ask questions about the information below the pictures.

B. You can use the three hourly wages in A or choose minimum wage and two other wages to demonstrate the difference. Learners listen and write the wage in the correct space. Learners could practise in pairs, with one learner saying an hourly wage and the other saying if it is above or below minimum wage, and if it is legal or not legal.

The comprehension and spelling activities allow for further practice and development of reading and literacy skills. The spelling activity provides an opportunity for pronunciation practice, as all the missing vowels are in syllables that are stressed.

Answers:

C. 1. *b* 2. *c* 3. *e* 4. *a* 5. *d*

D. 1. *job* 2. *minimum* 3. *wage*
 4. *above* 5. *below* 6. *legal*

Note: See **Minimum wage: Four workers** in the ESL Activity kit [Laws about pay CLB 2](#) for an activity teaching learners about minimum wage for students and homeworkers.

Diego's pay stub (Page 4)

Explain what a pay stub (or statement of wages) is and that Diego's employer must give him his pay stub on or before his payday. Stress the importance of keeping pay stubs and other records.

You may want to discuss different methods of payment, such as cash, cheque, and direct deposit. You may also want to point out that there are different pay periods and that a two-week pay period is common for many kinds of work.

See **Diego's pay stub** in the ESL activity kit [Laws about pay CLB 2](#) for a statement of wages that includes deductions.

B. You can design your own listening activity to draw attention to the various components of the pay stub. Suggested listening activity: Circle Diego's last name. Underline the rate of pay. Put a check mark beside the number of hours Diego worked. Put an x beside Diego's wages.

Answers:

C. 1. *Yes* 2. *No* 3. *No*
 4. *Yes* 5. *Yes* 6. *No*

Vocabulary review (page 5)

These sentences provide an opportunity to review vocabulary. You can use all of the sentences on this handout, or only some, depending on the level of your learners.

You may wish to discuss the issue of paid vs. unpaid work and the roles learners in the class take on that involve work of various kinds. Many learners who are parents may feel like they are cleaners, dishwashers, and security guards, among other things. More advanced learners who do not have (paid) jobs may wish to answer the questions about a relative or friend, either as if they were this person, or using the third person singular. Learners who are comfortable doing so can read their "yes" sentences to each other in small groups or to the whole class.

CLEO's **Steps to Justice** is a website that gives step-by-step information about common legal problems, including employment law issues. Steps to Justice has practical tools like forms and checklists, and referral information for legal and social services. Visit stepstojustice.ca and see the information in the Employment and Work section.