

## Resources and Contact Info



"educational, training and employment services to Indigenous people who live in Calgary or the surrounding area"  
Phone Number: 403-253-5311  
Email: [info@aboriginalfutures.com](mailto:info@aboriginalfutures.com)  
Website: <https://aboriginalfutures.com/>



### Joy to Job

"A student-led, non-profit organization striving to bring your joy and job closer together"  
Email: [mailto:mcao.joytojob@gmail.com](mailto:mailto:mcao.joytojob@gmail.com)  
Website: <https://joytojob.com/>



Has many information and resources online  
Toll free: 310-0000 (in Alberta)  
Website:  
<https://www.alberta.ca/index.aspx>



## Resources

### JA Southern Alberta: World of Choices Program

World of Choices will bring students together with Career Mentors in their desired fields and give them the opportunity to talk with others in professions they'd never considered before.  
Phone Number: 403-237-5252  
Email: [info@jasouthalberta.org](mailto:info@jasouthalberta.org)  
Website:  
<https://jasab.ca/programs/details/world-of-choices.html>



### CIWA: Pathways to Success Program

Serves immigrant girls between the ages of 14 and 21 as mentees to enhance their career readiness through a yearlong career-focused mentorship. The program is available for all immigrant youth 14-21 years of age.  
Email: [youthprograms@ciwa-online.com](mailto:youthprograms@ciwa-online.com)  
Website: <https://ciwa-online.com/newcomer-services/parents-seniors-youth/pathways-to-success/>

# Worker Rights and Resources



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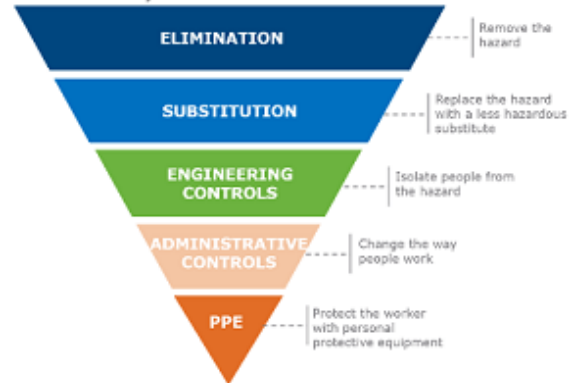
Canada



## Worker Safety

- It is both an employer and employee's responsibility for ensuring a safe work environment
- It is also critical to report any unsafe work conditions and hazards in the workplace. It is then up to managers, supervisors, and employers to be aware of the risks and having appropriate control over hazards in order to deal with them appropriately
- The Hierarchy of Hazard Control describes the different ways hazards can be contained and controlled in a workplace environment. The hierarchy from most to least effective:
  - Elimination
  - Substitution
  - Engineering Control
  - Administrative Control
  - PPE

### Hierarchy of Hazard Control



Credit: <https://www.emcins.com/losscontrol/insights-d/2015/07/hierarchy/>

## Worker Rights

- Employees are protected from retaliation if they assert their Occupational Health and Safety (OHS) rights or report violations to Employment Standards
- Employers have an additional responsibility to accommodate employee rights and to give them equal opportunities in the work environment (ie. ramp and elevator access, wheel chairs, etc)
- Individuals of different backgrounds and origins have the right to access equal pay
- You have the right to refuse work that is considered unsafe
- It is against the law to work for less than minimum wage, even if the employee has agreed to it
- If you work for the same employer for over 12 months, you are entitled to vacation pay
- You are entitled to overtime pay if you work for more than 8 hours a day (or 44 hours a week)
- Deductions in pay are not allowed for: 1) Uniforms, 2) Faulty work, 3) Shortage of cash
- Deductions of pay are allowed for 1) Required by law, 2) A recovery of an overpayment due to payroll calculation error 3) Recovers vacation pay that was paid to the employee before they earned it, etc.

## Worker Rights: Youth

### Youth 12 and under

- May only be employed in an artistic endeavour.
  - An artistic endeavour means work in:
    - recorded entertainment
    - film, radio, video or television
    - television and radio commercials
    - voice recordings for video and computer gaming
    - live performances/entertainment industry
    - theatre plays
    - musical performances
- A permit is required for work in artistic endeavours
- Allowable hours of work and any other restrictions will be determined during the permit approval process.
- Parent or guardian consent is required.

### Youth 14 and 13:

- Youth 14 and 13 yrs old are allowed to work in jobs that are not hazardous and are in public settings. There is a list at [Adolescent employment permit | Alberta.ca](#)
- A permit has to be requested at [Adolescent employment permit | Alberta.ca](#) using Alberta Digital ID or paper form.
- Information about the permits for the employment of people aged 13 to 14, issued by Employment Standards, is made public, as outlined in section 63.2 of the Employment Standards Regulation.