

**DOWNTOWN EASTSIDE WOMEN'S CENTRE**  
**44 East Cordova Street, Vancouver**  
**JULY 1996**

SUNDAY	MONDAY	TUESDAY	WEDNESDAY	THURSDAY	FRIDAY	SAT
	1 2:00 Ceramics - Plate Painting 5:00 Learning Group	2 11:30 ESL 2:00 Aquarium 5:00 BWSS	3 1:30 Law Student 1:30 Beading 5:00 Alcohol and Drug Support Group	4 1:30 Women's Voice 2:00 Wood working 5:00 Women Surviving Together	5 <b>2:00 RAFFLE</b> 2:30 Video 5:00 Vol. Nite	6 12:00 POSITIVE WOMENS SUPPORT GROUP
7 1:30 BINGO 2:00 Free Haircuts	8 2:00 Ceramics - Plate Painting 5:00 Learning Group	9 11:30 ESL 2:00 Swimming 3:00 HIV Speaker 5:00 BWSS	10 1:30 Law Student 1:30 Beading 3:00 HIV/AIDS Video and Discussion 5:00 Alcohol and Drug Support Group	11 10:30 Drugs and Pregnancy 1:30 Women's Voice 2:00 Dreamcatchers 3:00 Nutrition, HIV and Poverty 5:00 Women Surviving Together	12 11:00 Video - Women against AIDS in Zimbabwe <b>2:00 RAFFLE</b> 2:30 Video 3:00 HIV/AIDS and Mental Health 5:00 Vol. Nite - Meeting	13
14 1:30 Work on Garden Plot 2:00 Video 2:00 Free Haircuts	15 1:30 AIDS Vancouver 5:00 Learning Group - Intro. to Video Making	16 11:30 ESL 5:00 BWSS	17 11:00 Eating Disorder Workshop 1:30 Law Student 1:00 Kathy the Nurse 1:30 Beading 3:00 Theater Outing 5:00 Alcohol and Drug Support Group	18 1:30 Women's Voice 2:00 Native Carving 5:00 Women Surviving Together	19 <b>2:00 RAFFLE</b> 2:30 Karaoke - Sing Along 5:00 Vol. Nite - Karaoke Sing Along	20 10:30 Folk Fest 12:00 POSITIVE WOMENS SUPPORT GROUP
21 1:30 BINGO 2:00 Free Haircuts	22 1:30 AIDS Vancouver 2:00 Intro. to Holistic Healing 5:00 Learning Group - Video Making, Editing	23 11:30 ESL 2:00 Burnaby Lake 5:00 BWSS	24 CHEQUE DAY 1:30 Law Student 2:00 Video 5:00 Alcohol and Drug Support Group	25 8:00 Healing Gathering, Lytton, B.C. 1:30 Women's Voice 2:00 Dreamcatchers 5:00 Women Surviving Together	26 <b>2:00 RAFFLE</b> 2:30 Video 9:00 Return from Healing Gathering	27
28 1:30 Work on Garden Plot 2:00 Video 2:00 Free Haircuts	29 1:30 AIDS Vancouver 5:00 Learning Group	30 11:30 ESL 2:00 GAMES AND BBQ AT CRAB PARK 5:00 BWSS	31 1:30 Law Student 1:00 HEALTH WORKSHOP MENOPAUSE 2 1:30 Beading 5:00 Alcohol and Drug Support Group	<b>LUNCH SERVED DAILY AT 12:30</b>	<b>Monday 10:30-5</b> <b>Tues. 11:30-5</b> <b>Weds. 10:30-5</b> <b>Thurs. 10:30-5</b> <b>Fri. 10:30-5</b> <b>Sun. 12:00-5</b>	

note\*\*\* - sometimes things get canceled or set up on another day make sure to check  
"Update sheet" on the front chalk board and Activities Board\*\*\*

**LOTS AND LOTS HAPPENING, THERE IS AN ALTERNATIVE HEALTH CONFERENCE ON HIV/AIDS, KARAOKE, THE VANCOUVER FOLK FEST AND A TWO DAY CAMPING TRIP TO LYTTON FOR A HEALING GATHERING. GET INVOLVED THERE IS LOTS OF OUTDOOR STUFF TO DO AS WELL AS LOTS OF CRAFTS.**

### **WORKSHOPS**

**HIV/AIDS** - There is an alternative Health Conference happening check out the workshops offered all week.

**ALCOHOL AND OTHER SUBSTANCES AND PREGNANCY** - Thurs. July 11 10:30, not only for pregnant women but anyone who has concerns for questions for themselves or their children.

**EATING DISORDERS** - Info. session on Anorexia Nervosa and associated Disorders.

**HOLISTIC HEALING** - Intro. to Holistic Healing, an alternative to drugs and surgery. Using Natural and Traditional ways.

**WORKSHOP ON MENOPAUSE** - More information on Menopause, a follow up to the first workshop.

### **REGULAR PROGRAMMING**

**AIDS** - Margareth from AIDS Vancouver will be here every Mon. At 1:30. To answer your questions or for support.

**Life Skills** - on Mon. 3:00 - 5:00, dealing with issues facing women living in the Downtown Eastside. Share experiences and find creative ways to solve problems. Different topics each week. See Kathleen.

**Learning Group** - ON MONDAY FROM 5:00 - 8:00 meal is served, to help with the different issues associated with learning. The focus this month is on Video production and Women and Technology.

**ESL** - Tues. 11:30 with Bronwen and Thurs. 3:30 with Jennifer. Helping women with limited English skills.

**Battered Women Support Services** ON TUESDAY FROM 5:00 - 8:00, assisting women who have experienced violent relationships, directly or indirectly.

**Kathy the Nurse** - is in every Wednesday from 1:00 - 2:00.

**Law Student** - In every Wednesday at 1:30. They are here to help with all your legal needs if they can't help you they will know who can. This includes help with Welfare, MSS, Handicapped etc.

**Alcohol and Drug Support Group** ON WEDNESDAY FROM 5:00 - 8:00, do you have a drug and/or alcohol problem? Are you trying to clean up? This may be the place to get some support, no preaching on guilt trips just sharing.

**Women's Voice** - Thurs. 1:30. Let us know what you think about the Centre. Your opinions and ideas are needed to make the Centre better.

**Women Surviving Together** - Thurs. 5:00 - 8:00 Healing Circle and support group for women.

**Raffles** - We have a raffle every Friday at 1:30. Through the week we get donations that are not clothes that women may 'win' on Fridays. You need to enter your name during lunch before the raffle.

**Volunteer Nights** - Every Friday from 5:00 - 9:00 just for volunteers to hang out and do activities.

**HIV/AIDS Women's Support Group** - every other Saturday, July 6 and 20 from 12:00 - 2:30, snacks and refreshments provided. Information, resources and emotional support.

**Bingo** - There is Bingo every other Sunday, this month it is on June 9 and 23 at 1:30.

**CRAFTY WORKSHOPS** - At least twice a week including Beading every Wed. At 1:30. All materials provided.

July 4 at 2:00 - **Woodworking**, make a decorative mirror or picture frame.

July 11 and 25 at 2:00 - **Dreamcatchers** - Make a dreamcatcher to trap those bad dreams.

July 18 at 2:00 - **First Nations wood carving** workshop with Diane Green! Learn to carve using red and yellow cedar.

**CERAMICS PAINTING** - Monday, July 1 and 8 at 2:00, paint your own plates and cups for your friends and family.

**OUTINGS** - Usually on Tuesdays except Theater Outings which are on Wednesdays.

July 2, 2:00 - **AQUARIUM**, visit the deep waters and watch the daily killer whale shows.

July 9, 2:00 - **SWIMMING**, and exercise and the Aquatic. Bathing Suits, towels, etc. provided.

July 17, Wednesday at 3:00 - Theater Outing to the Arts Club, **POOR SUPERMAN**, a modern play about alternative relationships! Life, love and sex in a messed up world.

July 20, Saturday 10:30 - We're going to the **VANCOUVER FOLK FEST**. This is an all day trip with a picnic lunch. The rides will be leaving at 10:30 sharp at the Women's Centre. Please sign up. Lots of great entertainment.

July 23, 1:30 - **BURNABY LAKE NATURE WALK**, learn about the fowl life around the lake, **BIRDS, BIRDS, BIRDS**.

July 25 - 26 - We are going to the **NLHA'7KAPMX HEALING GATHERING IN LYTTON!!** This is a 2 day camping trip, there will be workshops, games, crafts, sweats and much, much more.

July 30, 2:00 - **BBQ AND GAMES AT CRAB PARK**. The first BBQ was a huge success, this time will be better because finally we've got it right! There will be lots of food and fun.

# **VOLUNTEER NEWS**

**JULY 1996**  
**vol. 2 no. 7**

**THANKS TO ALL THE VOLUNTEERS WHO CAME OUT TO CLEAN THE CENTRE ON SATURDAY, JUNE 15TH. IT MAKES A BIG DIFFERENCE TO ME AS A STAFF MEMBER AND I'M SURE ALSO TO THE WOMEN WHO USE THE CENTRE. WE HAD A GOOD TIME AND DID AN AMAZING JOB CLEANING AND SORTING.**

This month is going to be extremely busy for the Centre, that means that the volunteers are going to be called on a lot to cover some of the bases. There are a number of events that require volunteer help; there is an Alternative Health Conference in the Downtown Eastside that needs volunteers, volunteers are also needed for the trip to Lytton, in fact there are 7 seats set aside for volunteers to attend and help out. As well there is the July BBQ that need support. Last month the turnout far exceeded all expectations, this month we'll be prepared!! Talk to Cynthia about helping out.

**THANKS FOR YOUR CONTINUED SUPPORT, REMEMBER VOLUNTEERING IS FUN AND REWARDING. NOT TO MENTION NECESSARY FOR THE CENTRE TO RUN WELL.**

There is money available for volunteers to take courses and training. Take advantage of this program, the Centre will pay for courses in almost anything, computers, cooking, acting even juggling if that's what you are interested in. It does not have to be academic, it can be fun. If you are not using this program why not. In July we will discuss the reasons why this money is under utilized and how to best overcome the barriers.

The Volunteer Meeting will be held on Friday, July 12th, we will look at this years budget and discuss the goals of the volunteer program for the year. There will also be discussions about absenteeism. Many women are missing their shifts and that is a big problem. This indicates several things; women's circumstances are getting worse, women may be upset at something at the Centre and do not want to participate, the volunteer program is not working for some women etc. There can be a million reasons why women are not showing up for shift. The challenge is to deal with the issues and find solutions that work and are fair to all. As mentioned before the Centre rely on volunteers to run smoothly and volunteers should feel proud and happy to work at the Centre. If volunteers are having any problems please, let's talk about it. The Volunteer Coordinator is also available to assist in problems that may not relate to volunteer jobs but impact women and their ability to volunteer. For example if a volunteer cannot leave her home because it is not secure and cannot meet her volunteer commitments. The Volunteer Coordinator should help her get secure housing so that she has peace of mind to come to the Centre.

**WE ARE FA-MI-LY, I HAVE ALL MY SISTERS WITH ME LA LA LA.**

If women feel unsafe to talk about it please put your grievances in writing or speak to a staff member. By hook or crook give your feed back.

**WE STILL NEED BINGO VOLUNTEERS DESPERATELY. EVERY WEDNESDAY FROM 9:30 - 1:30. IT IS HARD WORK BUT FUN AND YOU GET TO WORK WITH A GREAT GROUP OF WOMEN. TALK TO CYNTHIA ABOUT THE EXCELLENT REWARDS OF BINGO-GOING.**

There are lots of really great programming available this month for volunteers to participate. We will be having KARAOKE night at the Centre on Friday July 19th. There will be a karaoke machine here all day and the volunteers will get a chance to show off as well. It will be a blast. There will be no Volunteer Nite on Friday, July 26, because we are going to Lytton!!!! There will be seven seats just for Volunteers on the trip to the Healing Gathering in Lytton. This is an amazing event there, will be sweats every day, healing workshops, nature walks, traditional crafts, canoeing, great food and much, much more. Don't think about it, **DO IT** - you will not regret it. This is really special. Last year Cynthia and Reta and two bus loads of women from the Centre spent the day up in the hills at this Gathering. They did not want to leave! A day trip that was suppose to end at 8 pm extended to the early morning of the next day! The people there were incredibly warm and welcoming. They have heard of the work that the Women's Centre is doing and paid their respects and gave thanks. This year they are looking forward to seeing us again. We will be camping over night, most supplies will be provided, you will need to bring a sleeping bag and all personal toiletries and other stuff. Food, transportation and tents will be provided. If you are interested speak to Cynthia, if you are not interested - **WHY NOT!** Speak to Cynthia anyway.

## ***DATES TO REMEMBER***

**FRI. JULY 5 5:00 - 9:00  
TO BE ANNOUNCED**

**FRI. JULY 12 5:00 - 9:00  
MEETING AND DINNER**

**FRI. JULY 19 5:00 - 9:00  
KARAOKE SING ALONG**

**FRI. JULY 26 5:00 - 9:00  
VOLUNTEER NIGHT IN LYTTON!**

# **FOR THOSE OF YOU WHO MAY HAVE FORGOTTEN:**

## **WOMEN'S CENTRE GUIDELINES**

**LOOK AFTER YOUR OWN STUFF AND DO NOT TAKE OTHER WOMEN'S STUFF**

**CLEAN UP AFTER YOURSELF** - Clean off dishes and put dishes and mugs in dirty dish bins. Put garbage in garbage cans, tidy up after yourselves. If you drop something clean it up.

**MUGS AND PLATES** - Do not take them out of the Centre.

**CLOTHING ROOM** - Will be closed during lunch from 12:00 - 1:30. **TAKE ONLY WHAT YOU NEED.** Keep it clean - It may be closed periodically for cleaning.

**DONATIONS** - Do not take donations for yourself. Help carry them to the back room for sorting.

**LAUNDRY** - Free washer and dryers for women on Monday, Tuesday and Thursday. One person at a time, one load per day. Do not touch other women's laundry, speak to the floorworker for help.

**PHONES** - **DO NOT USE THE FRONT PHONE.** Use only the women's phone - 681-7458. There is a 10 minute limit. If there is a problem ask the floorworker to intervene.

**SMOKING** - Only at the three round tables in the centre of the room. No smoking in the back or front of the Centre. No smoking in the washrooms and in coffee service area.

**BATHROOMS** - 5 minute limit for the bathrooms, unless you are taking a shower then it is 15 minutes. One woman at a time in the bathrooms. These are not changing rooms.

**DRUGS/ALCOHOL** - **DO NOT USE OR SELL HERE.** Many women come here to get away from that there's enough places around to use and sell.

**NEEDLES** - No needles in the Centre. If you have used rigs take them to the Needle Exchange. The floorworker will secure new needles for you until you are ready to leave. If you are found with a needle you will be asked to leave, no excuses.

THIS IS A WOMEN AND CHILDREN SPACE ONLY, BOYS UNDER 12 ARE WELCOME. IF YOU HAVE A MALE FRIEND MEETING YOU HERE PLEASE ASK HIM TO RING THE BELL AND WAIT OUTSIDE FOR YOU. SOMETIMES MEN ARE IN THE CENTRE TO DO MAINTENANCE, WE'LL TRY TO INFORM YOU BEFORE IT HAPPENS.

**TREAT EACH OTHER WITH RESPECT - WE WANT TO MAKE THIS A SAFE SPACE FOR WOMEN AND CHILDREN - THAT MEANS;  
NO ABUSE, VERBAL OR PHYSICAL  
NO DISCRIMINATION BECAUSE OF COLOUR, RACE, AGE, RELIGION, SEXUAL ORIENTATION OR CLASS**

# SOME CENTRE CONCERNS;

**Plates and mugs** seem to be walking out the door, please do not take plates and mugs out of the Centre. **WE NEED THEM.** If you see someone taking a plate or mug out please tell a staff member immediately. If this does not stop we will have to start a **PLATE PATROL!!** If you have any Centre plates or mugs at home please bring them back, clean or dirty, no questions asked.

The **bathroom door** is a drag, who is fed up of being walked in on while doing their business, for that matter who is tired of walking on women doing their business. We are solving that problem by removing the door all together... **JUST KIDDING.** It is being fixed, the door is all cracked and will be replaced. **PROMISE.**

We are working on developing a training program for the **Women's Computer** so the women can get access to the machine. It would be great to get a **computer trainer** into the Centre one day a week and women can sign up for lessons. We have to check the budget and look for suitable candidates.

**The Centre will not be opening on Saturdays** because we do not have enough money or staff to do so. Eventho we have hired more staff in the past 6 months, they have very specific jobs and the funders have not given us any more money to open an extra day. The new staff have to attend meetings and perform specific services that do not include the Drop In aspect of the Centre. The dream is still alive. Not in the near future but definitely a goal.

No, No, No, more **bus tickets** for Drop In. Women who attend groups will get one ticket, no matter how big or small the groups.

**Good feedback about the food** recently, women are very impressed with the quality of the lunches, of course there are still some problems. Like a busted stove that has been fixed and bugs that are running around uninvited. Considering the facilities and the number of women that are fed daily the **kitchen deserves a medal!!** They are doing their best.

The Women's Centre is **supporting Bridge Housing** in all aspects in an effort to get the project rolling. We expect more good news soon.

**THESE ARE SOME ISSUES THAT KEEP COMING UP AT WOMEN'S VOICE. THIS IS AN ATTEMPT TO KEEP EVERYONE INFORMED. IF THERE ARE ANY CONCERNS PLEASE COME TO WOMEN'S VOICE. SPEAK UP.**

# OUTINGS FOR JULY SOMETHING FOR EVERYONE

## TUESDAY, JULY 2, 2:00 - AQUARIUM

VISIT THE DEEP WATERS AND WATCH THE KILLER WHALE SHOWS.

## TUESDAY, JULY 9, 2:00 - SWIMMING

AND EXERCISE AND THE AQUATIC. BATHING SUITS, TOWELS, ETC. PROVIDED.

## WEDNESDAY, JULY 17, 3:00 - THEATER OUTING

TO THE ARTS CLUB, **POOR SUPERMAN**, A MODERN PLAY ABOUT ALTERNATIVE RELATIONSHIPS! LIFE, LOVE AND SEX IN A MESSED UP WORLD.

## SATURDAY, JULY 20, 10:30 - VANCOUVER FOLK FESTIVAL AT JERICHO BEACH

THIS IS AN ALL DAY TRIP WITH A PICNIC LUNCH. THE RIDES WILL BE LEAVING AT 10:30 SHARP AT THE WOMEN'S CENTRE. PLEASE SIGN UP. LOTS OF GREAT ENTERTAINMENT.

## TUESDAY, JULY 23, 1:30 - BURNABY LAKE NATURE WALK

LEARN ABOUT THE FOWL LIFE AROUND THE LAKE, BIRDS, BIRDS, BIRDS.

## THURSDAY AND FRIDAY, JULY 25 - 26 - NLHA'7KAPMX GATHERING IN LYTTON!!

THIS IS A 2 DAY CAMPING TRIP, THERE WILL BE WORKSHOPS, GAMES, CRAFTS, SWEATS AND MUCH, MUCH MORE. WE WILL LEAVE EARLY THURSDAY MORNING AT 8:00 AND RETURN FRIDAY EVENING AT 8:00

## TUESDAY, JULY 30, 2:00 - BBQ AND GAMES AT CRAB PARK

THE FIRST BBQ WAS A HUGE SUCCESS, THIS TIME WILL BE BETTER BECAUSE FINALLY WE'VE GOT IT RIGHT! THERE WILL BE LOTS OF FOOD AND FUN.

**DOWNTOWN EASTSIDE WOMEN'S CENTRE  
STEERING COMMITTEE MEMBERS - 1996/97**

**Edna Brass**

**Anne Marie Clarke**

**Mable Crnec**

**Suzanne Dinelle**

**Nancy McDonald**

**Norma Moericke**

**Pat Oskey**

**Debbie Pigeau**

**Margaret Shea**

**Cathy Southwell**

**Karen Spears**

**Helen Turbett**



## ADVOCATE NEWS FROM KATHLEEN

Hi everyone,

Here's a few pieces of news I thought might interest you:

There will be a **"Grief and Loss" support group starting on Monday July 1st**. This group will be held **every Monday afternoon at 3pm**. We will meet at the centre just before 3pm and then go next door to a private room at Central Residence for supportive, confidential sharing.

Also, during the week of July 8th - 13th there will be a "People's Gathering for Community Health" held in the Downtown Eastside. As part of the "Gathering" I have organized a number of different workshops at the centre - see the calendar for more information.

Following is: **"The People's Gathering Mission Statement"**, which explains what the "Gathering" is about.

"The Downtown Eastside Community - It's Residents, Places of Learning, Groups/Associations, Service Agencies and Businesses - in recognition of the serious consequences of the recent outbreak of HIV positivity in Canada's poorest neighbourhood, is committed to addressing the problem in an inclusive community based way. As part of this commitment the community will hold a people's gathering July 8 - 13 1996, utilizing its own resources, expertise, and people. The gathering will strive for maximum community involvement, for a greater awareness of how HIV can be prevented and the devastating potential in human terms if we fail. The gathering will be multi-faceted and inclusive of all age groups without regard to religious background, ethnicity, and socio-economic level. The people's gathering is a model for a community participation process in which the community becomes informed and active in fostering and protecting their own health and well being".

## APPREHENSION SUPPORT GROUP

HAVE YOUR CHILDREN BEEN "APPREHENDED" BY M.S.S.? THERE ARE MANY THINGS THAT CAN BE DONE TO ADDRESS THAT EVENT, and finding a safe place to share with other persons, men or women, who have or are living a similar experience, is an excellent start.

AN INDEPENDANT PEER GROUP is now meeting MONDAY AFTERNOONS TO GIVE OR RECIEVE support around these issues. The first part consists of a Healing Circle, the second around discussi of advocacy, networking, information and support for the rights of families and children

THE group is meant to be welcoming and inclusive. It is also meant as a way to working for change. Things have changed, so come find out. Empowerment belongs and begins at home.

TIME: MONDAYS, 1 P.M.

PLACE: CARNEGIE CENTER

401 MAIN STREET, CORNER HASTINGS

If any question, please call PAT BIDDAU 253-2198, or MYLES MACKINTOSH 254-9636.

IN DEDICATION TO OUR CHILDREN!

## News from the Legal Advocate

### A WORKER'S GUIDE TO EMPLOYMENT RIGHTS:

#### Minimum Wage

On October 1, 1995 the minimum wage was raised to \$7.00 an hour. Minimum wage is the lowest wage rate an employer can pay any employee. Minimum wage applies to all employees regardless of how their wages are calculated - hourly, salary, flat rate, piece rate, commission or other incentive basis.

Commissions earned by a salesperson must equal the minimum wage for all hours worked. Tips or gratuities are not considered wages. Restaurant servers must be paid at least the minimum wage, even if they receive tips or gratuities.

#### Minimum Daily Pay

An employee who starts work must be paid for at least 4 hours, even if the employee works less than 4 hours. If work is interrupted for a reason completely beyond an employers control, an employee is entitled to at least 2 hours pay. An employee who reports to work and finds there is no work available is entitled to at least 2 hours pay.

#### Pay Days and Payroll Records

All employees must be paid at least twice a month in Canadian currency. All money earned in a pay period must be paid within 8 days after the end of the pay period. A pay period may not be longer than 16 days.

An employee must be paid in full within 48 hours after being terminated. An employee who terminates the employment must be paid in full within 6 days.

Employees must receive a written pay statement each pay which gives all details about hours worked, rates of pay, earnings and deductions. Employers must also record and keep detailed payroll records for each employee for 7 years.

## Deductions

An employer must make deductions from wages if required by law (eg. Income tax, Unemployment Insurance, CPP). Other deductions may only be made if an employee agrees in writing. An employer must not require an employee to pay any of the employers business costs such as cash shortages, breakages, or damage to company property.

## Overtime

In most cases, overtime pay is time and a half after 8 hours in a day or 40 hours in a week and double time after 11 hours in a day and 48 hours in a week. Calculation of daily overtime entitlement is separate from the weekly overtime entitlement. Employees on an approved flexible work schedule are paid overtime as set out in the Regulation.

At the written request of an employee, overtime wages may be credited to a time bank, allowing the employee to take time off with pay. Overtime must be credited at the required rate (either time and a half or double time). The employee must be paid overtime from the time bank or take time off within 6 months after overtime wages were earned.

## Leave from Work

**Pregnancy Leave:** A pregnant employee is entitled to up to 18 consecutive weeks of unpaid leave. This leave may be extended by up to 6 weeks if she is unable to return to work for reasons related to the birth or termination of the pregnancy.

**Parental Leave:** A birth parent or an adopting parent is entitled to unpaid parental leave of up to 12 consecutive weeks. This leave may be extended by up to 5 weeks if the child requires an additional period of parental care.

**Family Responsibility Leave:** An employee is entitled to up to 5 days of unpaid leave per year to attend to the care, health, education of a child in the employees care, or to the care or health of any other member of the employees immediate family. Immediate family means the spouse, child, parent, guardian, sibling, grandchild or grandparent of an employee, and any person who lives with the employee as a member of the employees family.

**Bereavement Leave:** An employee is entitled to up to 3 days of unpaid leave on the death of a member of the employees immediate family.

**Jury Duty:** An employee who is required to attend court as a juror is considered to be on unpaid leave for the period of the jury duty. An employer may not terminate an employee on

leave or jury duty, nor change a condition of employment, without the written consent of the employee.

### Statutory Holidays

There are 9 statutory holidays in British Columbia:

New Years Day	Good Friday
Victoria Day	Canada Day
British Columbia Day	Labour Day
Thanksgiving Day	Remembrance Day
Christmas Day	

Easter Sunday, Easter Monday and Boxing Day are not statutory holidays. Both full-time and part-time employees who have been employed for 30 calendar days qualify for statutory holiday pay as follows:

An eligible employee who works at least 15 of the 30 days prior to the statutory holiday is entitled to an average days pay for the statutory holiday.

An eligible employee who works fewer than 15 of the 30 days prior to the holiday is entitled to pro-rated statutory holiday pay.

An eligible employee who works on a statutory holiday must be paid time and a half for the first 11 hours and double time after 11 hours. The employee must also be given another regular working day off with pay.

An eligible employee may have statutory holiday pay credited to a time bank.

An eligible employee must be given another day off with pay if a statutory holiday falls on a day off.

### Annual Vacation

An employee is entitled to 2 weeks vacation after 1 year of consecutive employment, and 3 weeks vacation after 5 consecutive years.

In the first 4 years of vacation entitlement, vacation pay must be at least 4% of the employees total earnings from the previous year. In the fifth and following years, vacation pay increases to 6 %.

An employee who is employed for at least 5 days but less than one year is entitled to 4% vacation pay on termination.

The vacation must be scheduled in periods of one or more weeks unless the employee requests otherwise. The vacation must be taken within 12 months of being earned.

#### Meal Breaks

An employee must not work more than 5 hours in a row without a half hour meal break. An employee who is required to work or be available for work during a meal break must be paid for the meal break. Employers are not required to provide coffee breaks.

#### Notice of Termination

An employee who has been employed for at least 3 straight months is eligible for compensation on termination, written notice in lieu of compensation, or a combination of compensation and written notice as follows:

After 3 months service, one weeks pay

After 12 months service, 2 weeks pay

After 3 years service, 3 weeks pay, plus one week for each additional completed year of employment, to a maximum of 8.

If 50 or more employees are terminated, additional notice requirements apply. Contact the Branch for more information.

If you have any questions about your rights and responsibilities under the ACT as an employee or an employer, please call the toll free inquiry service at 1-800-663-3316 or in the Lower Mainland: 660-4000.