

	2011/12	2012/13	2013/14	2014/15	2015/16	2016/17
Complaints Received (individual and group)	6,531	5,749	5,464	5,311	4,955	5,058
Complaints Closed (individual and group)	6,444	5,719	6,467	5,753	5,738	5,159

The response to the number of investigators in metro Vancouver is as follows:

ESB does not have "investigators." Our office is comprised of Employment Standards Assistants, Employment Standards Officers, and Industrial Relations Officers. Typically the Officers are involved in investigations or adjudications of complaints, however our administrative team does provide some assistance to this group. The Lower Mainland contingent is as follows:

	Langley Field Office	Richmond Field Office	Total Lower Mainland
Officers	11	13	24
Administrative Support	7	8	15

Report on each property and the complaints received are tabulated below:

Balmoral Pub:

- 3 complaints received in the time period requested. (October 2015, May 2012, June 2011,)

Regent Hotel

- 2 complaints received in the time period requested (October 2013, January 2013,)

Astoria Hotel and Bar:

- 2 complaints received in the time period requested (March 2014, May 2011,)

Cobalt Hotel:

- 1 complaints received in the time period requested (Feb 2015).

Regal Hotel:

- 0 complaint received in the time period requested.

(5)

159 E Hastings
Vld. IN6

005-346
313846

JULY 4/06

VISITED THE BALTIMORE HOTEL
SPOKE TO ^{s22} WORKS ON FRONT DESK. No Rms 171

U/A

occurred 128

LEGAL NAME: BALTIMORE HOTEL LTD

copy of

~~SECRETED~~ SUPPLIED TWO
NEAR SLIDE OALL. ENDING JUNE 30/06.
WHICH WAS SUPPLIED.

JULY 5/06

^{s22} CALLED... ASKED WHEN THE BAR
WAS SHUT DOWN, HE LIKE CMC
RETURNED AND LET ME KNOW
~~AS~~ ALSO THE REASON
BAR SHUT DOWN ON
NO of EMPLOYEES

FRONT DESK 4
HOUSE KEEPING 2
^{s22} (AS ASTORIA) 1
9

BAR CLOSED APRIL 1/06
ONE EMPLOYEE MENTIONED O/T IS
NOT PAID AT REGULAR TIME

ALL EMPLOYEES ON SCHEDULE ARE
ON PAYROLL.

THIS FILE IS CLOSED

Agency: City of Vancouver (PU)	<u>DARREN MUECKE</u>	Date of inspection: <u>APRIL 07/06</u>
Property Name: <u>BALMORAL HOTEL</u>	Property Address: <u>159 E. HASTINGS</u>	
Business Licence #: <u>06-122400</u>	Licence Holder: <u>BALMORAL HOTEL LTD.</u>	
Assessed Value: <u>\$2,375,100.00</u>	Age: <u>1889</u>	
Property Owner: <u>SAHOTA FAMILY / BALMORAL HOTEL LTD.</u>		
Phone: <u>s 22</u>	Cel: <u>s 22</u>	
Property Mgr/Rep/Desk Clerk: <u>s 22</u>	<u>(NEW DAY DESK MAN)</u>	
Phone: <u>s 22</u>	Cel: <u>s 22</u>	
On-Site Assessment Criteria Details (also see comments below)		
Operations:		
Register: <u>YES</u>	Adequate	<u>Inadequate</u>
Number of Rooms: <u>171</u>	Single: <u>104</u>	Double: <u>7</u> Vacant: <u>5</u>
Visitors: <u>YES</u>	Hours: <u>—</u>	
Rental Agreement: <u>NO</u>	Other contact info (ie. Emerg): <u>NO</u>	
Intent to Rent: <u>YES</u>		
Maintenance Record: <u>NO - MGR SAID YES BUT COULD NOT PRODUCE ONE.</u>		
Desk manned: <u>YN</u>	Door Buzzer <u>YN</u>	Owner/operator resident <u>YN</u> Cameras <u>YN</u>
Elevator provided: <u>YES</u>		
Refrigerator provided: <u>IF IT CAME WITH ROOM</u>		
Hotplates/ cooking provided: <u>NO</u>		
Common kitchen provided: <u>NO</u>		
Laundry Provided: <u>NO - (LINENS PROVIDED TO NEW RENTALS)</u>		
Housekeeping Provided: <u>NO</u>		
Commentary: <u>- POOR HOTEL</u>		
<u>- LACK OF MAINTENANCE ON EVERYTHING.</u>		
<u>- 90% OF TOILETS WERE BROKEN AT TIME OF INSPECTION & NO ONE HAD ONE PLUMBER WORKING ON REPAIRS. s 22</u>		
<u>AT THE REGENT HOTEL.</u>		
<u>- ROOMS NOT REPAIRED OR CLEANED PRIOR TO RE-RENTING.</u>		
<u>- COMMON AREAS ARE DIRTY</u>		
<u>- BUILDING ENVELOPE ON EAST ELEVATION IS IN SERIOUS DISREPAIR</u>		
<u>ROOMS MOULDY & WALL FINISH BUBBLING.</u>		
Action taken as a result of inspection <u>- PROSECUTION OF COMMON AREAS ie: BATHROOMS</u>		
<u>- PROSECUTION OF ROOMS NOT REPAIRED BEFORE RENTED -</u>		
<u>- 30 DAY ORDER FOR ALL OTHER DEFICIENCIES.</u>		
Tenant composition:		
<u>- MIX, MALE & FEMALE.</u>		
<u>- HARD CORE TENANTS.</u>		
Grading:	<u>poor</u>	fair average
Agency Report Attached: <u>Y</u>	<u>N</u>	
Pictures Attached: <u>Y</u>	<u>N</u>	
Authorizing Agency Signature and date	<u>[Signature] APRIL 07/06.</u>	

BALMORAL HOTEL
SEMI MONTHLY TIME SHEET

JUN 16-30

MONTH :

MONTH :																Regular Hours	Statutory Holidays	Adjust; (+/-)	Total Hours	Remarks
NAME OF THE EMPLOYEE																				
		16	17	18	19	20	21	22	23	24	25	26	27	28	29	30				
Desk s.22		X	X	X	X	X	X	X	8	X	X	X	X	X	X	8	16			
		8	8	5	8	8	8	8	8	5	8	8	8	8	8	8	114			
		4	X	X	4	5	4	X	X	X	3	3	4	4	4	4	716			
		9	8	8	X	9	8	X	X	X	8	12	14	5	8	X	84.5	→ 84.5	1.5	page s.22 about HRS
		8	X	X	8	X	8	8	X	X	8	8	X	X	8	8	64		64	
House Keeping s.22		8	X	8	8	8	8	8	X	8	X	8	8	8	8	8	96			
		X	4	8	X	X	X	X	8	X	X	X	X	X	X	X	20			
Maintenance																				
Bar s.22																				
Others s.22																				

TOTAL = 470.50

Note for the Payroll Department :

TOTAL HOURS

~~462.5~~
470.5

Page 005 to/à Page 006

Withheld pursuant to/removed as

s.3



OFFICE	
ESI DATE	
ER No.	005-346
ASSIGN No.	359358
EE No.	s.22
DATE ASSIGN	
OFFICER	

Office Copy

Date of complaint submission:
December 02, 2011

Confirmation # 016648BRA

I have used the Employment Standards self-help kit and the problem has not been resolved.

Employer Information		
Name of Employer: balmoral pub		
Mailing Address of employer: 159 east hastings	City/town, Province, Country: vancouver, BC, Canada	Postal Code: v6a 1n6
Telephone Number: 778-384-2274	Fax Number:	Type of business: pub
Name of supervisor: s.22 -rif manji	Name and home phone number of owner: (778-384-2274)	
<i>Address of place where you worked if different from above</i>		
Street Address:	City/town, Province, Country:	Postal Code:
Is your employer bankrupt or in receivership? No		
Employers' bank:	Employers bank branch:	
Is your employer still in business? Yes	When did your employer go out of business?	

Information About You			
Your Last Name: s.22	Your first or given name:	Middle Initial(s): s.22	SIN: s.22
Mailing (street) Address: s.22	City/town, Province, Country:		Postal Code:
Your home phone number: s.22	Message Number:	Fax Number:	
Date of Birth: s.22	Email Address:		
Are you in BC under a foreign worker program? No			
Are you covered by a collective agreement (union contract): No			
Union's Name:			
Union Rep's Name:	Union Rep's Phone Number:		

Your work history with this employer

Your job title: s.22		Date you started work for this employer: s.22	Last day you worked for this employer: s.22
Your rate of pay: 11.00		Employment status: Fired	
How often are you paid? Every two weeks			
Are your hours of work regular? No	Hours worked per day: 0	Number of days worked per week: 0	Total Hours per week: 0
Do you have a record of the hours worked for this employer: Yes			

Work history continued. What do you believe you are owed?

	From date	To date	Estimated amounts
<input type="checkbox"/> Regular wages			\$0
<input checked="" type="checkbox"/> Overtime	April 16, 2011	October 16, 2011	\$2035
<input type="checkbox"/> Annual vacation pay			\$0
<input type="checkbox"/> Statutory holiday pay			\$0
<input type="checkbox"/> Deductions from wage	Specify:		\$0
<input type="checkbox"/> NSF Cheques			\$0
<input type="checkbox"/> Pregnancy/Parental or other leave			\$0
<input type="checkbox"/> Compensation for length of service (termination pay)			\$0
<input checked="" type="checkbox"/> Other	Specify: severance		\$994
Estimated Total you are owed:			\$3029

Details of your complaint

I was fired without any warning or discussion that my job performance was not up to thier expectations,there was no written or verbal warnings given prior to this date.Therefore I would be owed severance pay (2 weeks) which they refused to pay me



Settlement Agreement

Between s.22 (the "Complainant")
and 0864617 B.C. Ltd. carrying on business as ^{NR} (the
"Employer")
and Director of Employment Standards

FACTS:

- A. The Complainant filed a complaint against the Employer under the Employment Standards Act, R.S.B.C. 1996, c. 113, as amended (the "Act") on December 2, 2011; and
- B. The Complainant and the Employer have resolved the complaint and wish to enter into a Settlement Agreement pursuant to 78 of the Act.

AGREEMENT:

Full and Final Settlement of Complaint

- 1. The parties agree that this Settlement Agreement made on April 26, 2012, constitutes the entire agreement between the parties and is a full and final settlement of all matters under the Act, and that upon the full performance of all of the terms of this Settlement Agreement the Employment Standards complaint file will be closed.

Settlement Amount and Payment

- 2. The Employer agrees to pay the Complainant wages in the amount of \$1700.00 (the "Settlement Amount") as full and final settlement of all matters under the Employment Standards Act. The parties agree that the Settlement Amount refers to gross wages unless otherwise specified.
- 3. The Employer agrees that if statutory deductions are withheld from all or part of the Settlement Amount the Employer will provide a wage statement, indicating the amount and purpose of each deduction, at the same time the Settlement Amount is delivered.

4. The Employer agrees that payment of the Settlement Amount will be sent to the Employment Standards Branch, Attention: Karen Hitchcock, Suite 200 – 880 Douglas Street, Victoria, B.C. V8W 2B7 on or before May 10, 2012.

Default by Employer

5. If the Employer fails to deliver the Settlement Amount within the time stipulated in paragraph 4 above the employer will be in default of this Settlement Agreement.
6. In the event of default by the Employer, the Director of Employment Standards may file this Settlement Agreement in B.C. Supreme Court for enforcement, pursuant to s. 91 of the Act, of the unpaid balance of the Settlement Amount against the Employer.

Signing of Agreement

7. The Employer and the Complainant agree to deliver a copy of this Settlement Agreement bearing their original signatures to the Director of Employment Standards. The parties agree that this Settlement Agreement is binding once it is signed, and may be enforced by the Director of Employment Standards. The parties further agree that if the Settlement Amount is fully paid before the Director of Employment Standards receives both of the signed copies, the dispute that caused the complaint will be considered resolved and the complaint file will be closed.
8. This Settlement Agreement may be signed in counterparts, each of which will be considered to be an original and which together will make one Settlement Agreement. If this Settlement Agreement is signed in counterparts, no signatory to this Settlement Agreement will be bound until all parties named below have signed a counterpart of this Settlement Agreement.

Dated at Victoria, British Columbia this 26th of April, 2012

s.22

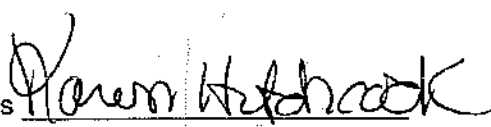
Complainant _____

Signed on: MON APRIL 30

Employer _____
0864617 B.C. Ltd.

Signed on: _____

Delegate of the Director of Employment Standards _____


Karen Hitchcock



Settlement Agreement

Between s.22 (the "Complainant")
and 0864617 B.C. Ltd. carrying on business as *The Balmoral Pub* (the
"Employer")
and Director of Employment Standards

FACTS:

- A. The Complainant filed a complaint against the Employer under the Employment Standards Act, R.S.B.C. 1996, c. 113, as amended (the "Act") on December 2, 2011; and
- B. The Complainant and the Employer have resolved the complaint and wish to enter into a Settlement Agreement pursuant to 78 of the Act.

AGREEMENT:

Full and Final Settlement of Complaint

1. The parties agree that this Settlement Agreement made on April 26, 2012, constitutes the entire agreement between the parties and is a full and final settlement of all matters under the Act, and that upon the full performance of all of the terms of this Settlement Agreement the Employment Standards complaint file will be closed.

Settlement Amount and Payment

2. The Employer agrees to pay the Complainant wages in the amount of \$1700.00 (the "Settlement Amount") as full and final settlement of all matters under the Employment Standards Act. The parties agree that the Settlement Amount refers to gross wages unless otherwise specified.
3. The Employer agrees that if statutory deductions are withheld from all or part of the Settlement Amount the Employer will provide a wage statement, indicating the amount and purpose of each deduction, at the same time the Settlement Amount is delivered.

Ministry of Labour,
Citizens' Services
and Open
Government

Employment Standards
Branch

Mailing Address:
200 - 880 Douglas Street
PO Box 9571
Str. Prov. Govt.
Victoria, B.C. V8W 9K1

Telephone: (250) 952-0469
Facsimile: (250) 952-0476

4. The Employer agrees that payment of the Settlement Amount will be sent to the Employment Standards Branch, Attention: Karen Hitchcock, Suite 200 – 880 Douglas Street, Victoria, B.C. V8W 2B7 on or before May 10, 2012.

Default by Employer

5. If the Employer fails to deliver the Settlement Amount within the time stipulated in paragraph 4 above the employer will be in default of this Settlement Agreement.
6. In the event of default by the Employer, the Director of Employment Standards may file this Settlement Agreement in B.C. Supreme Court for enforcement, pursuant to s. 91 of the Act, of the unpaid balance of the Settlement Amount against the Employer.

Signing of Agreement

7. The Employer and the Complainant agree to deliver a copy of this Settlement Agreement bearing their original signatures to the Director of Employment Standards. The parties agree that this Settlement Agreement is binding once it is signed, and may be enforced by the Director of Employment Standards. The parties further agree that if the Settlement Amount is fully paid before the Director of Employment Standards receives both of the signed copies, the dispute that caused the complaint will be considered resolved and the complaint file will be closed.
8. This Settlement Agreement may be signed in counterparts, each of which will be considered to be an original and which together will make one Settlement Agreement. If this Settlement Agreement is signed in counterparts, no signatory to this Settlement Agreement will be bound until all parties named below have signed a counterpart of this Settlement Agreement.

Dated at Victoria, British Columbia this 26th of April, 2012

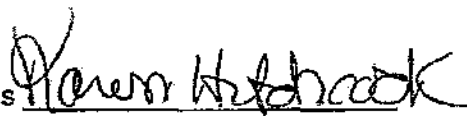
Complainant _____
s.22

Signed on: _____

Employer _____
0864617 B.C. Ltd.

Signed on: Apr. 28/12

Delegate of the Director of Employment Standards


Karen Hitchcock

0864617 B.C. LTD.
DBA: BALMORAL PUB

0575

DATE 2012-04-28
Y Y Y Y M M D D

s.22

PAY to
the order of

\$ 1,700.00

One thousand seven hundred dollars - ~~xx~~ DOLLARS



Canada Trust
NORTH VANCOUVER CENTRE BRANCH
1400 LONSDALE AVE. TEL: (604) 981-5600
NORTH VANCOUVER, BC V7M 2J1



0864617 B.C. LTD.
DBA: BALMORAL PUB

RE

Full & final payment for Settlement
Agreement w/ Labour Relations.

s.21

PER

ORACLE Workflow

[Home](#) [Logout](#) [Preferences](#) [Help](#)

Invoice 7263501, Payment Due 15-MAY-2012, for S.22

requires your approval.

[Back](#)[Approve](#)[Reject](#)[Request Information](#)

To: HITCHCOCK, KAREN
Sent: 15-May-2012 16:10:07
Due: 20-May-2012 16:10:07
ID: S.22

Attachments

Accounts Payable has received an invoice, but the invoice cannot be paid until you provide your approval. Please log into Oracle Self Service Applications to review this invoice and Approve or Reject.

AP Clerk Name : COOK, JESSE

Supplier/Payee Name : S.22
Supplier Number : S.17
Supplier Site : 001
Payment Due Date : 15-MAY-2012
Invoice Date : 15-MAY-2012
Invoice Number : 7263501
Invoice Amount : 1,700.52
Invoice Batch Number : FI13DLABJRC12
Payment Stub Comments : ESB#108378/BALMORAL PUB
EA Name : HITCHCOCK, KAREN
EA's Supervisor : HUDSON, LES G
Qualified Receiver : COOK, JESSE

Invoice Distribution Lines

Num	Type	Amount	Charge Account	Tax Code	Description	Distribution Supplier	Matched to PO	GL Date	Info 1	Info 2	Info 3	PO Ref
1	ITEM	1,700.00	OTW.32487. S.17		ESB#108378/BALMORAL PUB			15-MAY-12				
2	ITEM	0.52	OTW.32487.		ESB#108378/BALMORAL PUB			15-MAY-12				

Action History

Num	Action Date	Action	From	To	Details
1	15-MAY-2012 16:10:07	Submit	Accounts Payable	HITCHCOCK, KAREN	

References

Response

Approver Comments

[Return to Worklist](#)[Back](#)[Approve](#)[Reject](#)[Request Information](#)

Copyright (c) 2006, Oracle. All rights reserved.

[Home](#) | [Logout](#) | [Preferences](#) | [Help](#)[Privacy Statement](#)

Funds Received/Trust Disbursement Approval

2012/May/07 11:58

IRO: Karen Hitchcock

IRO Office: Victoria

RECEIPT INFORMATION

Receipt Batch Number: 72629 Employer: ER005-346 0864617 B.C. LTD.
Reference Number: SA 013105 ER: EMPLOYER OR DIRECTOR
Receipt Amount: \$1,700.00 Deposit Date: 2012/May/04 UNCERTIFIED

Document Number:
Document Amount: \$1,700.00
Amount to Disburse: \$1,700.00

COMMENTS:

PLANNED DISBURSEMENT INFORMATION

Disbursement Batch Number: 72635

Employee	Employee Amount	Disbursement Prorate Amount	Corrected Prorate Amount	Address On File?
s22 s22	\$1,700.00	\$1,700.00 \$1,700.00	_____	YES

Signature: _____

Date: _____

When it is appropriate to disburse these funds please review the allocation above to confirm ownership, sign and send the form to HQ. If the employee(s) location is not known please specify that the funds should be held in trust pending a current address. If you disagree with the allocation please specify the appropriate amounts under the 'Corrected Prorate Amount' column and provide an explanation.

DISBURSEMENT REPORT

2012/May/14

DISBURSEMENT # 72635

OFFICER: Karen Hitchcock

BATCH DATE:

2012/May/07

FILE NO: H108378

CHEQUE DATE:

2012/May/16

EMPLOYER: ER005-346 0864617 B.C. LTD.

s.22

WAGES	1,700.00
EARNED INTEREST	.52
TOTAL	1,700.52

TOTAL	1,700.52
-------	----------

COMMENTS: electronic approval May 15

TRUST DISBURSEMENT REQUEST

(Click on shaded area to fill in field)

DEPOSIT DATE: May 31 2012

EMPLOYER NO.: 005346

H. O. FILE NO.:

EMPLOYER NAME: 0864617 BC Ltd

Please disburse to the following employees as listed below.

NAME: (Surname First)	EMPLOYEE NO:	AMOUNT
s.22	s.22	1700.00

TOTAL AMOUNT: \$ 1700.00

OTHER COMMENTS:

DATE (Date Issued)

SIGNATURE [Signature]
Name of Delegate

0864617 B.C. LTD.
DBA: BALMORAL PUB

0575

DATE 20 | 2-04-28
Y Y Y Y M M D D

s.22

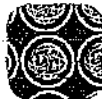
PAY to
the order of

\$ 1,700.00

One Thousand Seven hundred dollars — ~~xx~~ DOLLARS



Canada Trust
NORTH VANCOUVER CENTRE BRANCH
1400 LONSDALE AVE. TEL: (604) 981-5900
NORTH VANCOUVER, BC V7M 2J1



0864617 B.C. LTD.
DBA: BALMORAL PUB

RE Full & final payment for Settlement
Agreement w/ Labour Relations.

PER

[Signature]

s.21

Ministry of Labour, Citizens' Services
And Open Government
Employment Standards Branch

Cheque to Trust for Deposit

Forward to Head Office:

Employment Standards Branch
PO Box 9570 Stn Prov Govt
200 - 880 Douglas Street
Victoria, B.C. V8W 9K1

Date:

May 31 2012

- ☐ DETERMINATION and/or PENALTY CHEQUE
☐ VOLUNTARY COMPLIANCE (no Settlement Agreement)
☒ SETTLEMENT AGREEMENT SA # 013105
☐ PENDING SETTLEMENT AGREEMENT

- ☐ Licence Fee
☐ Company Search

Please provide information as indicated below.

Employer Name:

0864617 BC Ltd

ER Number:

005346

Assignment Number:

358350

If funds are not from ER, please indicate the source. e.g. Demandee, affiliated company of ER, solicitor, etc.

X

Hitchcock, Karen L LBR:EX

From: Hitchcock, Karen L LBR:EX
Sent: Thursday, April 26, 2012 12:55 PM
To: s.22
Subject: Settlement -s.22

Dear Ms. Manji:

This letter is to confirm the settlement reached with s.22 for the sum of \$1700.00. The Settlement Agreement which requires your signature is attached hereto.

Please return to this office this Settlement Agreement bearing your original signature and the payment of \$1700.00 no later than May 10, 2012. This matter will be considered resolved and the file will be closed as soon as the payment is provided to this office.

Karen Hitchcock
Employment Standards Officer
Ministry of Labour, Citizens' Services and Open Government
Room 200 - 880 Douglas Street
Victoria, B.C. V8W 9K1
Telephone: (250) 952-0449
Facsimile: (250) 952-0476



20120426124304.
pdf

Page 020 to/à Page 021

Withheld pursuant to/removed as

s.3



April 26, 2012

s.22

Dear ^{s.22}

Re: Employment Standards complaint filed against Balmoral Hotel

This letter is to confirm the settlement you reached with the above noted employer for the sum of \$1700.00. The Settlement Agreement which requires your signature is attached hereto.

As soon as you return to me, by mail or courier, the Settlement Agreement bearing your original signature, the payment provided by the above noted employer will be disbursed to you accordingly.

I can be reached directly at (250) 952-0449 if you require clarification in this regard.

Sincerely,

Karen Hitchcock
Delegate of the Director of Employment Standards

Attachment



Settlement Agreement

Between s.22 (the "Complainant")
and 0864617 B.C. Ltd. carrying on business as ^{NR} (the
"Employer")
and Director of Employment Standards

FACTS:

- A. The Complainant filed a complaint against the Employer under the Employment Standards Act, R.S.B.C. 1996, c. 113, as amended (the "Act") on December 2, 2011; and
- B. The Complainant and the Employer have resolved the complaint and wish to enter into a Settlement Agreement pursuant to 78 of the Act.

AGREEMENT:

Full and Final Settlement of Complaint

- 1. The parties agree that this Settlement Agreement made on April 26, 2012, constitutes the entire agreement between the parties and is a full and final settlement of all matters under the Act, and that upon the full performance of all of the terms of this Settlement Agreement the Employment Standards complaint file will be closed.

Settlement Amount and Payment

- 2. The Employer agrees to pay the Complainant wages in the amount of \$1700.00 (the "Settlement Amount") as full and final settlement of all matters under the Employment Standards Act. The parties agree that the Settlement Amount refers to gross wages unless otherwise specified.
- 3. The Employer agrees that if statutory deductions are withheld from all or part of the Settlement Amount the Employer will provide a wage statement, indicating the amount and purpose of each deduction, at the same time the Settlement Amount is delivered.

4. The Employer agrees that payment of the Settlement Amount will be sent to the Employment Standards Branch, Attention: Karen Hitchcock, Suite 200 – 880 Douglas Street, Victoria, B.C. V8W 2B7 on or before May 10, 2012.

Default by Employer

5. If the Employer fails to deliver the Settlement Amount within the time stipulated in paragraph 4 above the employer will be in default of this Settlement Agreement.
6. In the event of default by the Employer, the Director of Employment Standards may file this Settlement Agreement in B.C. Supreme Court for enforcement, pursuant to s. 91 of the Act, of the unpaid balance of the Settlement Amount against the Employer.

Signing of Agreement

7. The Employer and the Complainant agree to deliver a copy of this Settlement Agreement bearing their original signatures to the Director of Employment Standards. The parties agree that this Settlement Agreement is binding once it is signed, and may be enforced by the Director of Employment Standards. The parties further agree that if the Settlement Amount is fully paid before the Director of Employment Standards receives both of the signed copies, the dispute that caused the complaint will be considered resolved and the complaint file will be closed.
8. This Settlement Agreement may be signed in counterparts, each of which will be considered to be an original and which together will make one Settlement Agreement. If this Settlement Agreement is signed in counterparts, no signatory to this Settlement Agreement will be bound until all parties named below have signed a counterpart of this Settlement Agreement.

Dated at Victoria, British Columbia this 26th of April, 2012

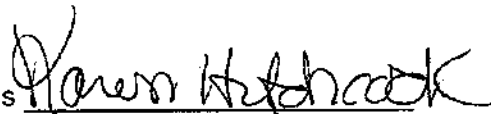
Complainant ^{s.22} _____

Signed on: _____

Employer _____
0864617 B.C. Ltd.

Signed on: _____

Delegate of the Director of Employment Standards


Karen Hitchcock

mail

1700 e

0166 4334A

DATE SUB 2/11

SEND THIS PAGE TO YOUR EMPLOYER REQUEST FOR PAYMENT

TO: (Employer Information)

NAME: RAFFAT MANJI

(Name)

COMPANY: BALMOZAL PUB

(Company)

(Address)

(City)

(Province, Postal Code)

(Contact: Phone, Mail, Fax)

778-389-2274

FROM: (Employee Information)

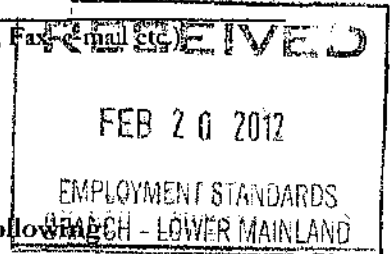
(Name)

(Address)

(City)

(Province, Postal Code)

(Contact: Phone, Mail, Fax, e-mail, etc)



According to the B.C. Employment Standards Act, I believe I am owed the following:

The *Employment Standards Act* allows wages to be collected for the last six months of employment. For people who are still employed, wages can be recovered for the six months prior to the complaint being filed with the Branch. (Use additional pages to provide details of days and hours, etc.)

A. REGULAR WAGES: From APRIL 16/2011 To OCTOBER 16/2011

Rate of Pay	Total Unpaid Hours	Wages Owed
\$ 11.00		= \$

B. OVERTIME WAGES: From APRIL 16/2011 To OCTOBER 16/2011

Rate of Pay	Total Unpaid Hours	Wages Owed
\$ 11.00	74 105	= \$ 2,035

C. STATUTORY HOLIDAY PAY:

Statutory Holiday (List specific days)	Average day's pay for statutory holiday	Plus 1.5 times your regular wage for first 12 hours worked + double time after 12 hours	Less any wages paid for the day	Equals statutory holiday pay owing
Total Owing \$				

RECEIVED

SEND THIS PAGE TO YOUR EMPLOYER

D. COMPENSATION FOR LENGTH OF SERVICE (if no written notice of termination)

Based on average weekly wages (excluding overtime) earned in the last eight weeks of employment where normal hours were worked.

Date hired: _____ s22 Last day worked: _____ s22

Regular wages for last eight (8) weeks of employment: \$ 3,976.50

Divide that by eight (8) to get an average week: \$ 497

MINISTRY OF LABOUR

FEB 17 2012

Office of the Director

Length of Employment (years or months)	Weeks of Entitlement	Average Weekly Wage last 8 weeks	Amount owing
<u>2</u>	<u>2 Week(s)</u>	<u>X \$ 497 /week</u>	<u>= \$ 994 -</u>

E. VACATION PAY: From Nov 15 / 2011 To Oct 16 / 11

The first line is for outstanding vacation pay not paid on termination while employed. The second line is for vacation pay payable on amounts claimed.

Rate of Vacation Pay		Vacation Pay Owing
%	<u>X</u>	= \$
Rate of Vacation Pay	Total of Sections A - D	Vacation Pay Owing
%	<u>X</u>	= \$

DON'T KNOW

F. OTHER ISSUES: Please explain; include additional pages or calculations if needed.

PAY STUBS??
- I HAVE BEEN GIVEN MY BENEFITS STATEMENT ONLY 50%
PERCENT OF THE TIME I'VE BEEN EMPLOYED. I NEVER SHOWN
VACATION PAY BEING TAKEN OFF. I WOULD LIKE TO SEE PROOF
OF WHAT MY VACATION PAY IS. WHEN I WAS FIRED I
WAS NEVER GIVEN AND BENEFITS STATEMENT - I WOULD LIKE
TO SEE THEM.

Other Amount Requested:

\$ -

I am requesting a total (items A through F) payment of: 3,029

Please respond to this request within 15 calendar days of the date you receive this form. If you fail to respond, or if we are unable to resolve this matter, I may file a complaint with the Employment Standards Branch of the Ministry of Labour and Citizens' Services.

Sincerely,

s22

Signature

Date

SAT NOV 12 / 2011



Notice of Mediation Session

March 28, 2012

File # 005-346
Regular mail

To: Balmoral Hotel Ltd. Balmoral Pub
159 East Hasting Street
Vancouver BC V6A 1N6

s.22

Address deleted for privacy purposes

In the matter of:

A complaint by ^{s.22} under the *Employment Standards Act*
against Balmoral Hotel Ltd. Balmoral Pub

Issue: Compliance with the *Employment Standards Act*.

Mediation Services

The Director of Employment Standards provides mediation services in an effort to assist the parties to resolve alleged contraventions of the *Employment Standards Act*. The Director has appointed a mediator to meet with the parties as follows:

By Phone:

Date: Thursday April 26, 2012

Time: 10:00 am

Conference call instructions:

Dial-in: 1-877-353-9184

Password: ^{s.15}

Mediation provides an opportunity for the parties to discuss their issues in a neutral environment and come to a resolution acceptable to both of them.

For additional information, please refer to the *Mediation* factsheet attached.

**Ministry of Labour,
Citizens' Services
and Open
Government**

Employment Standards
Branch

Mailing Address:

PO Box 9571 Stn Prov Govt.
Suite 200 - 880 Douglas St.
Victoria, B.C. V8W 9K1

Telephone: (250) 952-0399
Facsimile: (250) 952-0476

This factsheet has been prepared for general information purposes. It is not a legal document. Please refer to the *Employment Standards Act* and *Regulation* for purposes of interpretation and application of the law.

August 2011

Employment Standards Mediation

Part of the mandate of the Employment Standards Branch is to encourage open communication between employers' and employees and to provide fair and efficient resolution of disputes. One of the ways the Branch does this is through mediation.

What is mediation?

Mediation is a meeting between the complainant and the employer together with a neutral third party called the mediator. It may be a face-to-face meeting or it may be held by way of a teleconference. In order to encourage settlement, the mediation session is conducted on a "without prejudice" basis. This means that nothing that is said or proposed during mediation forms part of the record if the parties fail to agree and the matter has to proceed to adjudication.

The benefits of mediation

Mediation is an efficient way to resolve disputes, as it can be set up quickly and usually only lasts for a few hours. It gives the parties the opportunity to talk to each other in a neutral environment, and to resolve their issues in a way that is acceptable to both of them.

Because mediation is conducted without prejudice, the parties can feel free to propose different solutions in order to resolve the complaint.

The mediator

An officer of the Employment Standards Branch will be appointed as the mediator and is responsible for leading the mediation session.

The role of the mediator

The mediator helps the parties to explore possible ways of resolving their dispute by helping them to:

- Identify what matters are in dispute and what result they want;
- Establish what facts are agreed upon and which are in dispute; and
- Clearly state their position and understand the other's position.

The mediator will explain how the law applies to the matters in dispute.

The mediator does not represent either party, act as an adviser, or provide legal advice. The mediator has no decision-making authority, and cannot make a ruling on any of the issues.

Attendance at the mediation session

Mediation is an important step in the complaint resolution process, and the parties are expected to make themselves available.

If one or both of the parties does not attend the mediation session, the matter may be referred to a different officer of the Branch for a formal hearing and decision. This is called adjudication. Matters not referred to adjudication are referred to another officer for investigation.

continued...

Ranogajec, Randi LBR:EX

Subject: Karen Mediation Telephone
Location: bdmr 1
Start: Thu 2012-04-26 10:00 AM
End: Thu 2012-04-26 12:00 PM
Recurrence: (none)
Organizer: LBR R R1 ESB Victoria LBR:EX
Categories: Yellow Category

Balmoral Pub .

s.22

Rif Manji

Ee

s.22

1-877-353-9184

you are Moderator

s.15

EMPLOYMENT STANDARDS BRANCH WORKFLOW SHEET

Delegate _____

Employer	Balmoral Hotel Ltd	ER #	
Employer Telephone	604-681-8233	Employer Fax	
Complainant	s.22		
Telephone			

CONTACTS MADE

DATE	METHOD	PERSON	METHOD CODE				PERSON CODE	
			P	In Person	TF	Telephone Call from	ER	Employer
			LT	Letter to	TMT	Telephone Message to	EE	Employee
			LF	Letter from	TMF	Telephone Message from	A	Accountant/Bookkeeper
			FT	Fax to	EMT	Email Message to	L	Lawyer
			FF	Fax from	EMF	Email Message from	O	Other
			TT	Telephone Call to				
Mar 16	TT	C		left vmsg for				to call me
				Back - questions				re complaint
Mar 20	TT	C		left vmsg for				
March 22	TT	C		left vmsg for				X3.
				send out letter				
3/27	TF	C		M Tues Wed Thurs				anything -
				On these 3 days				
				Just Schedule 1 + let her know				
				Tues 27				
Mar 27	TT	ER		left vmsg to call me				OK
Mar 28	TT	C		left vmsg for ER to call				OK
	TT	C						
				diff - 26th Apr -				10:00

s.22

03/28-11	C	Completed with
----------	---	----------------

Vote mail



March 22, 2012

ER #005-346

s.22

Dear ^{s.22}

**Re: Employment Standards Complaint filed against Balmoral Hotel Ltd.
Carrying on business as Balmoral Pub**

This letter is in response to the complaint you filed with the Employment Standards Branch against the above noted employer. A number of attempts have been made to contact you at the telephone number you provided, but without success.

It is important the Branch review the issues of your complaint with you.

Please contact me at 250-952-0368 by 4:00 pm Thursday April 5, 2012. Failure to do so will result in the file being closed, and no further action will be taken by the Branch regarding this complaint.

Sincerely,

Randi Ranogajec
Delegate of the Director
of Employment Standards
250-952-0368

Ministry of Labour

Employment Standards
Branch

Mailing Address:

PO Box 9571 Stn Prov Govt.
200 - 880 Douglas St.
Victoria, B.C. V8W 9K1

Telephone: (250) 952-0368
Facsimile: (250) 952-0476

REGISTERED MAIL TRACE SHEET
Mailed by

03/22

Ministry Name: Ministry of Labour, Citizens' Services and Open Government	Branch: Employment Standards Branch
Address: 200 - 880 Douglas St. PO BOX 9571 Victoria, BC V8W 2B7	OFFICER: RR

PRIORITY SERVICES
Services F

s.22 RW 599 113 049 CA	2012 -03- 23 Mail Processing Plant Centre de Traitement du Courrier 4181 Glenford Avenue Victoria BC V8Z 4B0
MINISTRY OF LABOUR MAR 26 2012	MINISTRY OF LABOUR MAR 26 2012 Victoria Field Office Employment Standards Branch
Victoria Field Office Employment Standards Branch	

ER# 006-346- Balmoral Hotel -
no contact letter

Page 035

Withheld pursuant to/removed as

s.3

DATA INFORMATION SHEET (DIS) PAGE 1 – POST November 30, 2002

**Note: Data person -- please initial after any entries

COMPLAINTS

(Updated May 2006)

EMPLOYER'S LEGAL NAME: <u>08641017-BC Ltd</u>	
CARRYING ON BUSINESS AS:	
ER# <u>005346</u> s.22	EE# _____
ASGN. # <u>358355</u>	TYPE OF BUSINESS: _____
UPDATE ER. INFO <input type="checkbox"/>	UPDATE EE. INFO <input type="checkbox"/> REOPEN FILE <input type="checkbox"/>
ADD/CHANGE ADDRESS/PHONE: _____	

COMPLAINT(S) ASSIGNMENT STATUS

ASSESSMENT <input type="checkbox"/>	DELEGATE # _____	DATE ASSIGNED _____
EDUCATION <input type="checkbox"/>	DELEGATE # _____	DATE ASSIGNED _____
INVESTIGATION <input type="checkbox"/>	DELEGATE # _____	DATE ASSIGNED _____
MEDIATION <input checked="" type="checkbox"/>	DELEGATE # <u>179</u>	DATE ASSIGNED <u>November 28/2012</u>
MEDIATION DATE _____		DATE MEDIATION HELD _____
ADJUDICATION <input type="checkbox"/>	DELEGATE # _____	DATE ASSIGNED _____
ADJUDICATION DATE _____		DATE ADJUDICATION HELD _____
COLLECTIONS <input type="checkbox"/>	DELEGATE # _____	DATE ASSIGNED _____
CLOSURE INFORMATION		
CODE <u>57</u>	DELEGATE # <u>179</u>	WAGE AMOUNT \$ <u>1700.00</u>
		THRU TRUST <input checked="" type="checkbox"/> OR Voluntary Payment <input type="checkbox"/>
	PAYMENT DATE _____	DATE CLOSED <u>May 16/2012</u>

ALLEGATIONS Information Captured at or after Education Stage

<input type="checkbox"/> WAGE (Regular Wages)	<input type="checkbox"/> OVT (Overtime Wages)	<input type="checkbox"/> VAC (Vacation Pay)
<input type="checkbox"/> STAT (Statutory Holiday Pay)	<input type="checkbox"/> CLOS (Termination Pay)	<input type="checkbox"/> DDUC (Unauthorized Deduction)
<input type="checkbox"/> LEAV (Part 6 – Leaves)	<input type="checkbox"/> NSF	<input type="checkbox"/> OTHER
		<input type="checkbox"/> SEC 8 (Misrepresenting Job)

SETTLEMENT AGREEMENT INFORMATION

FULL <input checked="" type="checkbox"/> OR PARTIAL <input type="checkbox"/>	DATE OF AGREEMENT <u>April 26/2013</u>	AMOUNT: <u>\$ 1700.00</u>
Payment Schedule (SCHD) <input type="checkbox"/>	Last payment due date _____	
CLOSURE SA <input checked="" type="checkbox"/>	Doc # <u>SA 03103</u>	Paid <input checked="" type="checkbox"/>

DETERMINATION UPDATE / CLOSURE STATUS

Doc Type: CFUL <input type="checkbox"/> DFUL <input type="checkbox"/>	Doc #: _____	DATE C/J RELEASED: _____
Appeal <input type="checkbox"/>	Appeal Date _____	Oral Hearing Date _____
Paid <input type="checkbox"/>	Varied <input type="checkbox"/>	Settled <input type="checkbox"/> Cancelled <input type="checkbox"/>
	Discontinued <input type="checkbox"/>	NAST <input type="checkbox"/> PREL <input type="checkbox"/> NFAR <input type="checkbox"/>
PENALTY(S) Paid <input type="checkbox"/>	List CA Code(s) _____	Cancelled <input type="checkbox"/> List CA Code(s) _____
		NAST <input type="checkbox"/> PREL <input type="checkbox"/>

NAST = No Assets; NFAR = No Further Action (use with closure code 41); PREL = Paid on related DOC
More Next Page

FILE ASSESSMENT - VICTORIA F.O.

EMPLOYER NAME (Legal?)

Balmoral Pub

EMPLOYEE:

INTAKE:

DATE:

INTAKE COMMENTS: SHK?

Drug yes
Internet

ASSESSMENT:

DATE:

OFFICER:

MEDIATION:

INVESTIGATION:

ADJUDICATION:

OTHER:

CHECK CASE FOR PREV. ER HISTORY: YES

NO

REQUEST FOR RECORDS: YES:

NO:

DEMAND FOR RECORDS: YES:

NO:

ENTERED IN VICTORIA FILE MANAGEMENT LOG:

COMMENTS/FEEDBACK:

Ask for copy of SHK

from 16 - left V/M - need copy of SHK



Ministry of Jobs, Tourism and Skills Training and
Minister Responsible for Labour
Employment Standards Branch

Complaint and Information Form

For office use only:

Office	
ESI Date	
ER No.	
Assign No.	
EE No.	
D. Assig.	
Officer	

RECEIVED
SEP 01 2015
EMPLOYMENT STANDARDS BRANCH - LOWER MAINLAND

Before the Employment Standards Branch takes any action on your complaint, you must complete the SELF-HELP KIT. It is available from any Employment Standards Office and on the Internet at www.labour.gov.bc.ca/esb. Except under very unusual circumstances, the Branch will not process complaints unless the SELF-HELP KIT has been used.

Please indicate which statement applies before continuing.

- ☐ I have used the Employment Standards self-help kit and the problem has not been resolved.
- ☒ I have been advised by the Employment Standards Branch not to use the self-help kit for the following reason:
I have not used the self-help kit
- ☒ I am within one month of the six-month time limit for filing an employment standards complaint. If I do not contact the Employment Standards Branch within 30 days to confirm I have used the self-help kit, the Director of Employment Standards will consider my complaint withdrawn. I am aware that my complaint will not be reviewed during this time.

The information on this form is collected under the authority of the *Employment Standards Act*. The information provided will be used to process your complaint against an employer with respect to wages or any other matter you have specified. You must give us your complaint no later than six months after the end of your employment with this employer; or, if your complaint concerns sections 8, 10 or 11 of the Act, you must give us your complaint no later than six months after the date of the alleged contravention. Questions about the collection and use of this information, contact the Director of Employment Standards, PO Box 9570 Stn Prov Govt, Victoria BC V8W 9K1. Telephone: 1-800-663-3316

PLEASE PRINT CLEARLY - COMPLETE BOTH PAGES

SECTION A: INFORMATION ABOUT YOUR EMPLOYER			
Name of Employer (name of company or business): <i>0364617 BC LTD - DBA Belmaral Pub</i>			
Street address of employer: s.22		City/town and province: s.22	Postal Code:
Mailing address of employer: <i>159 E. Hastings St</i>		City/town and province: <i>Vancouver</i>	Postal Code: <i>V6A 1K2</i>
Telephone number: <i>604 681 8233</i>		Type of Business: <i>Hotel Pub-bar</i>	
Employer's Email address: s.22			
Name of your supervisor: <i>Riff Manji</i>		Name and phone number of owner: <i>Riff Manji 778 384 2274</i>	
Address of place where you worked if different from above:			Is your employer bankrupt or in receivership? <input type="checkbox"/> YES <input checked="" type="checkbox"/> NO
Is your employer still in business? <input checked="" type="checkbox"/> YES <input type="checkbox"/> NO		If NO, when did your employer go out of business?	
Employer's bank: <i>T.D.</i>		Employer's bank branch:	
SECTION B: INFORMATION ABOUT YOU			
Your last name: s.22	Your first or given name: s.22	Middle Initial(s)	
Your mailing address:	City/town:	Postal Code:	
Your phone number:	Cellular or alternate phone number:		
Are you under the age of 19: <input type="checkbox"/> YES <input checked="" type="checkbox"/> NO	Email address:		
Are you covered by a collective agreement (union contract)? <input type="checkbox"/> YES <input checked="" type="checkbox"/> NO			
Union's Name:			

SECTION C: YOUR WORK HISTORY WITH THIS EMPLOYER

Your job title: s.22	Date you started work for this employer: s.22	Last day you worked for this employer: s.22
Your rate of pay: 19.00 per hour <input type="checkbox"/> Still employed <input type="checkbox"/> Quit <input type="checkbox"/> Other <input checked="" type="checkbox"/> Fired <input type="checkbox"/> Laid off *Please explain below.		
Are your hours of work regular? <input checked="" type="checkbox"/> YES <input type="checkbox"/> NO	Hours worked per day: 7-8	Number of days worked per week: 4-6
Total hours per week: 35-45		
How often were you paid? <input type="checkbox"/> Daily <input type="checkbox"/> Weekly <input checked="" type="checkbox"/> Every two weeks <input type="checkbox"/> Twice a month <input type="checkbox"/> Other:		
Do you have a record of the hours worked for this employer that are relevant to your claim? <input checked="" type="checkbox"/> YES <input type="checkbox"/> NO If YES, attach records to this form. Attach a photocopy of your pay cheque, pay statements, Record of Employment, if available.		

WHAT DO YOU BELIEVE YOU ARE OWED?

	DATE	DATE	ESTIMATED AMOUNTS
<input type="checkbox"/> Regular Wages	From Dec 7-14	To Dec 31-14	205 hrs 34.5 Total OT hours
<input checked="" type="checkbox"/> Overtime	From Jan 16-14	To Jan 31-14	8 hrs 327.75
<input type="checkbox"/> Annual Vacation Pay	From	To	
<input checked="" type="checkbox"/> Statutory Holiday Pay	Specify Dates: Christmas + New Years		304.00
<input type="checkbox"/> Deductions from wages	Specify Dates:		
<input type="checkbox"/> NSF Cheques (Attach original, or copies if available)			
<input type="checkbox"/> Pregnancy/Parental/or Other Leave			
<input type="checkbox"/> Compensation for Length of Service (sometimes called Termination Pay)			
<input checked="" type="checkbox"/> Other (Specify): receipts for items I was asked to buy for Pub Several power tools withheld Saws, sander drill etc hand tools			1687.22
		ESTIMATED TOTAL	600.00

SECTION D: DETAILS OF YOUR COMPLAINT: (Please note this part of the form may be made available to your employer.)

I have repeatedly tried for months to recover the money that's owed to me for items that I was asked to purchase for the business, also to recover the several tools that are being withheld from me, and finally to be paid for overtime and stat holidays as set out by the labor standards act.

Please Note: In order to process your complaint as quickly as possible, attach all available information relating to your claim - i.e. copies of your cheque stubs, daily time records, and your Record of Employment. For us to contact you for information, investigate your complaint, or pay money that we may collect for you, it is important that you tell us about any changes in your mailing address or telephone number. You should also be aware that, once a decision has been made and a determination issued regarding your complaint, no further action may be taken by you to enforce your claim without the written consent of the Director of Employment Standards.

Do you consent to your contact information being disclosed to your employer? s.22	<input checked="" type="checkbox"/> YES <input type="checkbox"/> NO
I, _____, certify that all information I am providing is true and correct to the best of my knowledge, and I agree to participate in an investigation, mediation or adjudication.	
Print Name	Date: Sept 1-2015



Ministry of Jobs, Tourism and Skills Training and
Minister Responsible for Labour
Employment Standards Branch

Complaint and Information Form



For office use only:

Office	
ESI Date	
ER No.	005-346
Assign No.	
EE No.	
D. Assig.	
Officer	

Date Stamp Here

RECEIVED

SEP 02 2015

EMPLOYMENT STANDARDS
BRANCH - LOWER MAINLAND

Before the Employment Standards Branch takes any action on your complaint, you must complete the SELF-HELP KIT. It is available from any Employment Standards Office and on the Internet at www.labour.gov.bc.ca/esb. Except under very unusual circumstances, the Branch will not process complaints unless the SELF-HELP KIT has been used.

Please indicate which statement applies before continuing.

- ☒ I have used the Employment Standards self-help kit and the problem has not been resolved.
- ☒ I have been advised by the Employment Standards Branch not to use the self-help kit for the following reason.
- ☒ I am within one month of the six-month time limit for filing an employment standards complaint. If I do not contact the Employment Standards Branch within 30 days to confirm I have used the self-help kit, the Director of Employment Standards will consider my complaint withdrawn. I am aware that my complaint will not be reviewed during this time.

The information on this form is collected under the authority of the *Employment Standards Act*. The information provided will be used to process your complaint against an employer with respect to wages or any other matter you have specified. You must give us your complaint no later than six months after the end of your employment with this employer; or, if your complaint concerns sections 8, 10 or 11 of the Act, you must give us your complaint no later than six months after the date of the alleged contravention. Questions about the collection and use of this information, contact the Director of Employment Standards, PO Box 9570 Stn Prov Govt, Victoria BC V8W 9K1. Telephone: 1-800-663-3316

PLEASE PRINT CLEARLY - COMPLETE BOTH PAGES

SECTION A: INFORMATION ABOUT YOUR EMPLOYER			
Name of Employer (name of company or business): 0864617 BC LTD DBA- Balmoral Pub			
Street address of employer: 159 East Hastings St	City/town and province: Vancouver BC	Postal Code: V6A 1K2	
Mailing address of employer: s.22	City/town and province:	Postal Code:	
Telephone number: 604 681 8233	Type of Business: Hotel pub/Bar		
Employer's Email address: s.22			
Name of your supervisor: Riffat Manji		Name and phone number of owner: Riffat Manji 778 384 2274	
Address of place where you worked if different from above:		Is your employer bankrupt or in receivership? <input type="checkbox"/> YES <input checked="" type="checkbox"/> NO	
Is your employer still in business? <input checked="" type="checkbox"/> YES <input type="checkbox"/> NO		If NO, when did your employer go out of business?	
Employer's bank: TD		Employer's bank branch:	
SECTION B: INFORMATION ABOUT YOU			
Your last name: s.22	Your first or given name: s.22	Middle Initial(s)	
Your mailing address:	City/town:	Postal Code:	
Your phone number:	Cellular or alternate phone number:		
Are you under the age of 19: <input type="checkbox"/> YES <input checked="" type="checkbox"/> NO		Email address:	
Are you covered by a collective agreement (union contract)?		<input type="checkbox"/> YES <input checked="" type="checkbox"/> NO	
Union's Name:			

SECTION C: YOUR WORK HISTORY WITH THIS EMPLOYER			
Your job title: s.22	Date you started work for this employer: s.22	Last day you worked for this employer: s.22	
Your rate of pay:	<input type="checkbox"/> Still employed <input type="checkbox"/> Quit <input type="checkbox"/> Other <input type="checkbox"/> Fired <input type="checkbox"/> Laid off *Please explain below.		
Are your hours of work regular? <input checked="" type="checkbox"/> YES <input type="checkbox"/> NO	Hours worked per day: 8	Number of days worked per week: 4-6	Total hours per week: 404
How often were you paid? <input type="checkbox"/> Daily <input type="checkbox"/> Weekly <input type="checkbox"/> Every two weeks <input checked="" type="checkbox"/> Twice a month <input type="checkbox"/> Other:			
Do you have a record of the hours worked for this employer that are relevant to your claim? <input checked="" type="checkbox"/> YES <input type="checkbox"/> NO If YES, attach records to this form. Attach a photocopy of your pay cheque, pay statements, Record of Employment, if available.			

WHAT DO YOU BELIEVE YOU ARE OWED?

	DATE	DATE	ESTIMATED AMOUNTS
<input type="checkbox"/> Regular Wages	From	To	
<input checked="" type="checkbox"/> Overtime	From	To	
<input type="checkbox"/> Annual Vacation Pay	From	To	
<input checked="" type="checkbox"/> Statutory Holiday Pay	Specify Dates:		
<input type="checkbox"/> Deductions from wages	Specify Dates:		
<input type="checkbox"/> NSF Cheques (Attach original, or copies if available)			
<input type="checkbox"/> Pregnancy/Parental/Other Leave			
<input type="checkbox"/> Compensation for Length of Service (sometimes called Termination Pay)			
<input checked="" type="checkbox"/> Other (Specify): never been re-imposed for money spent to buy goods for business, not been able to recover tools etc from business			
ESTIMATED TOTAL			2287.00
			3560.25

SECTION D: DETAILS OF YOUR COMPLAINT: (Please note this part of the form may be made available to your employer.)

after several attempts to recover money owed and my personal property with no reply. I am seeking government assistance to rectify this issue

use additional pages if necessary

Please Note: In order to process your complaint as quickly as possible, attach all available information relating to your claim - i.e. copies of your cheque stubs, daily time records, and your Record of Employment. For us to contact you for information, investigate your complaint, or pay money that we may collect for you, it is important that you tell us about any changes in your mailing address or telephone number. You should also be aware that, once a decision has been made and a determination issued regarding your complaint, no further action may be taken by you to enforce your claim without the written consent of the Director of Employment Standards.

Do you consent to your contact information being disclosed to your employer?		<input type="checkbox"/> YES	<input type="checkbox"/> NO
s.22			
I, _____ certify that all information I am providing is true and correct to the best of my knowledge, and I agree to my name being used in an investigation, mediation or adjudication.			
s.22			
			Sept 2-2015 Date



Settlement Agreement

ER # 005-346

Between ^{s.22} (the "Complainant")
and 0864617 B.C. Ltd. carrying on business as Balmoral Pub
(the "Employer")
and Riffat Manji (the "Director/Officer")
and Director of Employment Standards

FACTS:

- A. On September 1, 2015, the Complainant filed a complaint against the Employer under the Employment Standards Act, R.S.B.C. 1996, c. 113, as amended (the "Act"); and
- B. The Complainant and the Employer have resolved the complaint and the parties wish to enter into a Settlement Agreement pursuant to section 78 of the Act.

AGREEMENT:

Full and Final Settlement of Complaint

- 1. The parties agree that this Settlement Agreement made on October 20, 2015 constitutes the entire agreement between the parties and is a full and final settlement of all matters under the Act, and that upon the full performance of all of the terms of this Settlement Agreement the Employment Standards complaint file will be closed.

Settlement Amount and Payment

- 2. The Employer agrees to pay the Complainant wages in the amount of \$1,600 (the "Settlement Amount") as full and final settlement of all matters under the Employment Standards Act. The parties agree that the Settlement Amount refers to gross wages unless otherwise specified.

Ministry of Jobs, Tourism
and Skills Training and
Minister Responsible for
Labour

Employment Standards
Branch

250 – 4600 Jacombs Road
Richmond, BC
V6V 3B1

3. The Employer agrees that if statutory deductions are withheld from all or part of the Settlement Amount the Employer will provide a wage statement, indicating the amount and purpose of each deduction, at the same time the Settlement Amount is delivered.
4. The Employer agrees that payment of the Settlement Amount will be made by cheque to be delivered to **250 – 4600 Jacombs Road, Richmond, BC, V6V 3B1** before **10:00 am PST on Tuesday, October 27, 2015.**

Personal Liability of Director/Officer

5. The Director/Officer agrees to be personally liable for the Settlement Amount, or any unpaid balance of the Settlement Amount, if the Employer fails to make payment as stipulated in paragraph 4 above.

Default by Employer and/or Director/Officer

6. If the Employer and/or the Director/Officer fail to deliver the Settlement Amount within the time stipulated in paragraph 4 above they will be in default of this Settlement Agreement.
7. In the event of default by the Employer and/or the Director/Officer, the Director of Employment Standards may file this Settlement Agreement in B.C. Supreme Court for enforcement, pursuant to s. 91 of the Act, of the unpaid balance of the Settlement Amount against the Employer and the Director/Officer.

Signing of Agreement

8. The Employer, the Director/Officer and the Complainant agree to deliver a copy of this Settlement Agreement bearing their original signatures to the Director of Employment Standards on or before October 20, 2015. The parties agree that this Settlement Agreement is binding once it is signed, and may be enforced by the Director of Employment Standards. The parties further agree that if the Settlement Amount is fully paid before the Director of Employment Standards receives all of the signed copies, the dispute that caused the complaint will be considered resolved and the complaint file will be closed.
9. This Settlement Agreement may be signed in counterparts, each of which will be considered to be an original and which together will make one Settlement Agreement. If this Settlement Agreement is signed in counterparts, no signatory

to this Settlement Agreement will be bound until all parties named below have signed a counterpart of this Settlement Agreement.

Dated at Richmond, British Columbia this 20th of October, 2015.

Complainant _____

Dated at Richmond, British Columbia this 20th of October, 2015.

Employer Riffat Manji, on behalf of 0864617 B.C. Ltd. carrying on business as Balmoral Pub

Dated at Richmond, British Columbia this 20th of October, 2015.

Director/Officer Riffat Manji

Dated at Richmond, British Columbia this 22nd of October, 2015.

Delegate of the Director of Employment Standards Kirby Smith

0864617 B.C. LTD.
DBA: BALMORAL PUB

001408

DATE 2015-10-27
Y Y Y Y M M D D

s.22

PAY to
the order of

\$ 1600.00

— one thousand six hundred —

100 DOLLARS 



Canada Trust

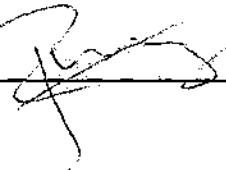
NORTH VANCOUVER CENTRE BRANCH
1400 LONSDALE AVE. TEL: (604) 891-5600
NORTH VANCOUVER, BC V7M 2J1

0864617 B.C. LTD.
DBA: BALMORAL PUB

RE

fund

PER



s.21



0864617 B.C. LTD.
DBA: BALMORAL PUB

001408

DATE 2015-10-27
Y Y Y Y M M D D

s.22

PAY to
the order of

\$ 1600.00

— one thousand six hundred —

100 DOLLARS  Security
Features
included.



Canada Trust

NORTH VANCOUVER CENTRE BRANCH
1490 LONSDALE AVE. TEL: (604) 981-5600
NORTH VANCOUVER, BC V7M 2J1

0864617 B.C. LTD.
DBA: BALMORAL PUB

RE

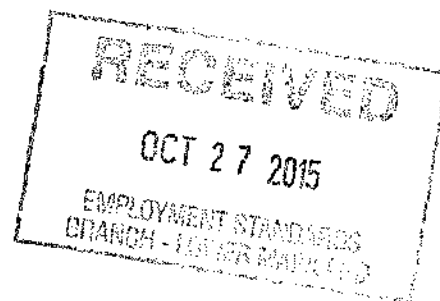
Ind

PER

[Signature]

s.21

s.22



Smith, Kirby L LBR:EX

From: Smith, Kirby L LBR:EX
Sent: Tuesday, October 20, 2015 11:32 AM
To: s.22
Subject: Settlement Agreement: 0864617 B.C. Ltd. carrying on business as Balmoral Pub (ER# 005-346) and s.22
Attachments: Incomplete Settlement Agreement_Balmoral and s.22 .pdf

Dear s.22

Further to our settlement discussions today, the above-mentioned Employer has agreed to allow you to attend at Balmoral Pub to retrieve your personal property. You will be permitted to do a "walk through" the site to locate your personal property. You and Ms. Manji will meet at the Balmoral Pub at 10 am on Tuesday, October 27th, 2015 for this walk through.

Specifically but not exclusively, you are looking for:

- Convection oven (brown, square metal box with a glass door);
- Slow cooker (silver and black; possibly Hamilton Beach brand);
- MITR saw (Ryobi brand silver and red saw); and
- Red Budweiser brand duffle bag containing handheld tools.

You recognize that not all of your personal property will be on site and that I, as Delegate of the Director of Employment Standards, will sign the Settlement Agreement in any event once you have had a reasonable opportunity to do a walk through and retrieve those of your items that are present.

I will only disburse the cheque to you once this walk through/retrieval has occurred. You will receive a fully executed copy of the Settlement Agreement when you collect your cheque after the walk through/retrieval occurred. In the meantime, I attach a copy of the Agreement which I have not yet signed.

Please confirm receipt of this message.

Yours truly,

Kirby Smith
Industrial Relations Officer
Employment Standards Branch, Lower Mainland Region
Ministry of Jobs, Tourism and Skills Training and Minister Responsible for Labour
250 - 4600 Jacombs Road, Richmond, BC V6V 3B1
Tel: (604) 664-7823 | Fax: (604) 713-0450 | kirby.smith@gov.bc.ca
Employment Standards info line: 1-800-663-3316 | www.labour.gov.bc.ca/esb

***WARNING - CONFIDENTIALITY NOTICE:** This e-mail and any attachments may contain confidential and privileged information. Any use, disclosure, copying or dissemination of this information by a person other than an intended recipient is not authorized and may be illegal. If you are not an intended recipient, notify the sender immediately by return e-mail, delete this e-mail and destroy any copies.*

Smith, Kirby L LBR:EX

From: Mail Delivery Subsystem <postmaster@gems9.gov.bc.ca>
To: s.22
Sent: Tuesday, October 20, 2015 11:32 AM
Subject: Relayed: Settlement Agreement: 0864617 B.C. Ltd. carrying on business as Balmoral Pub (ER#005-346) and s.22

Delivery to these recipients or groups is complete, but no delivery notification was sent by the destination server:

s.22

Subject: Settlement Agreement: 0864617 B.C. Ltd. carrying on business as Balmoral Pub (ER#005-346) and s.22

Smith, Kirby L LBR:EX

From: s.22
Sent: Tuesday, October 20, 2015 12:58 PM
To: Smith, Kirby L LBR:EX
Subject: Re: Settlement Agreement

Hi,

Yes received.

Thanks,

Riffat Manji

From: "Smith, Kirby L LBR:EX" <Kirby.Smith@gov.bc.ca>
To: s.22
Sent: Tuesday, October 20, 2015 11:27 AM
Subject: Settlement Agreement

Dear Ms. Manji,

Further to our settlement discussions today, the above-mentioned Employer has agreed to allow s.22 to attend at Balmoral Pub to retrieve his personal property. s.22 will be permitted to do a "walk through" the site to locate his personal property. You and I s.22 will meet at the Balmoral Pub at 10 am on Tuesday, October 27th, 2015 for this walk through.

Specifically but not exclusively, he is looking for:

- Convection oven (brown, square metal box with a glass door);
- Slow cooker (silver and black; possibly Hamilton Beach brand);
- MITR saw (Ryobi brand silver and red saw); and
- Red Budweiser brand duffle bag containing handheld tools.

s.22 recognizes that not all of his personal property will be on site and that I, as Delegate of the Director of Employment Standards, will sign the Settlement Agreement once he has had a reasonable opportunity to do a walk through and retrieve those of his items that are present.

I will only disburse the cheque to s.22 once this walk through/retrieval has occurred. I will mail you a fully executed copy of the Settlement Agreement once I have confirmation that the walk through/retrieval occurred. In the meantime, I attach a copy of the Agreement which I have not yet signed.

Please confirm receipt of this message.

Yours truly,

Kirby Smith
Industrial Relations Officer
Employment Standards Branch, Lower Mainland Region
Ministry of Jobs, Tourism and Skills Training and Minister Responsible for Labour
250 - 4600 Jacombs Road, Richmond, BC V6V 3B1
Tel: (604) 664-7823 | Fax: (604) 713-0450 | kirby.smith@gov.bc.ca
Employment Standards info line: 1-800-663-3316 | www.labour.gov.bc.ca/esb

Smith, Kirby L LBR:EX

From: Smith, Kirby L LBR:EX
Sent: Tuesday, October 20, 2015 11:28 AM
To: s.22
Subject: RE: Settlement Agreement

The above-mentioned employer that was not mentioned is: 0864617 B.C. Ltd. carrying on business as Balmoral Pub.

From: Smith, Kirby L LBR:EX
Sent: Tuesday, October 20, 2015 11:27 AM
To: s.22
Subject: Settlement Agreement

Dear Ms. Manji,

Further to our settlement discussions today, the above-mentioned Employer has agreed to allow s.22 to attend at Balmoral Pub to retrieve his personal property. s.22 will be permitted to do a "walk through" the site to locate his personal property. You and s.22 will meet at the Balmoral Pub at 10 am on Tuesday, October 27th, 2015 for this walk through.

Specifically but not exclusively, he is looking for:

- Convection oven (brown, square metal box with a glass door);
- Slow cooker (silver and black; possibly Hamilton Beach brand);
- MITR saw (Ryobi brand silver and red saw); and
- Red Budweiser brand duffle bag containing handheld tools.

s.22 recognizes that not all of his personal property will be on site and that I, as Delegate of the Director of Employment Standards, will sign the Settlement Agreement once he has had a reasonable opportunity to do a walk through and retrieve those of his items that are present.

I will only disburse the cheque to s.22 once this walk through/retrieval has occurred. I will mail you a fully executed copy of the Settlement Agreement once I have confirmation that the walk through/retrieval occurred. In the meantime, I attach a copy of the Agreement which I have not yet signed.

Please confirm receipt of this message.

Yours truly,

Kirby Smith
Industrial Relations Officer
Employment Standards Branch, Lower Mainland Region
Ministry of Jobs, Tourism and Skills Training and Minister Responsible for Labour
250 - 4600 Jacombs Road, Richmond, BC V6V 3B1
Tel: (604) 664-7823 | Fax: (604) 713-0450 | kirby.smith@gov.bc.ca
Employment Standards info line: 1-800-663-3316 | www.labour.gov.bc.ca/esb

WARNING - CONFIDENTIALITY NOTICE: This e-mail and any attachments may contain confidential and privileged information. Any use, disclosure, copying or dissemination of this information by a person other than an intended recipient is not authorized and may be illegal. If you are not an intended recipient, notify the sender immediately by return e-mail, delete this e-mail and destroy any copies.

Smith, Kirby L LBR:EX

From: Mail Delivery Subsystem <postmaster@gems9.gov.bc.ca>
To: s.22
Sent: Tuesday, October 20, 2015 11:27 AM
Subject: Relayed: Settlement Agreement

Delivery to these recipients or groups is complete, but no delivery notification was sent by the destination server:

s.22

Subject: Settlement Agreement

ESA CHECKLIST-Jo-Ann

ER#: 005-346

ASSIGNMENT #:

EMPLOYER: 0864617 B.C. Ltd. coba BALMORAL PUB

COMPLAINANT(s): s.22

DESCRIPTION	Yes	No	Comments
Complaint within 6 month time limit	<input checked="" type="checkbox"/>	<input type="checkbox"/>	
Confirm C's telephone number	<input checked="" type="checkbox"/>	<input type="checkbox"/>	s.22
Confirm C's address	<input checked="" type="checkbox"/>	<input type="checkbox"/>	
Confirm ER name	<input checked="" type="checkbox"/>	<input type="checkbox"/>	
Correct Corporate Registry Search on file	<input checked="" type="checkbox"/>	<input type="checkbox"/>	
Confirm ER's address	<input checked="" type="checkbox"/>	<input type="checkbox"/>	
Confirm ER's telephone number	<input checked="" type="checkbox"/>	<input type="checkbox"/>	RIFFAT MANJI-Director 604-681-8233 / 778-384-2274 s.22 1
ER contacted regarding mediation. Name of person contacted	<input checked="" type="checkbox"/>	<input type="checkbox"/>	MED: OCT-20 / T-ADJ: DEC-01/ XD: NOV-12 dVR: \$938.00
Any alternative/direct phone numbers provided	<input type="checkbox"/>	<input type="checkbox"/>	N/A
Does the person attending on behalf of the ER have signing authority for the company?	<input type="checkbox"/>	<input type="checkbox"/>	RIFFAT MANJI-Director
ER has been sent copy of complaint	<input checked="" type="checkbox"/>	<input type="checkbox"/>	
C contacted regarding mediation	<input checked="" type="checkbox"/>	<input type="checkbox"/>	MED: OCT-20 / T-ADJ: DEC-01/ XD: NOV-12 dVR: \$938.00
CASE updated	<input checked="" type="checkbox"/>	<input type="checkbox"/>	
Coversheet on file up to date with addresses and telephone numbers	<input checked="" type="checkbox"/>	<input type="checkbox"/>	
Factsheets provided to parties?	<input checked="" type="checkbox"/>	<input type="checkbox"/>	RESTAURANT WORKERS, MANAGER, TERMINATION, JUST CAUSE, PAYING WAGES, DEDUCTIONS-WAGE, ANNUAL VACATION, STAT HOLIDAYS, HOURS-OVERTIME, AVERAGING AGREEMENT, KEEPING RECORDS, COMPLAINT-RESOLUTION, GUIDE TO ESA, QUICK REF GUIDE – FOR ER'S, MEDIATION Record Of Employment ESR Section 1 - Definitions – Manager ESR Section 34 - Exclusions from hours of work and overtime requirements ESR Section 36 - Exclusion from statutory holiday pay requirements ESA Section 40 - Overtime wages for employees not working under an averaging agreement ESA Section 126 - Evidence and burden of proof ESA Section 32 - Meal breaks ESA Section 63 - Liability resulting from length of service ESA Section 1 - Definitions – Wages ESA Section 1 - Definitions - Work

ESA CHECKLIST-Jo-Ann

ER#: 005-346

ASSIGNMENT #:

EMPLOYER: 0864617 B.C. Ltd. coba BALMORAL PUB

COMPLAINANT(s): s.22

Wed, Nov19. 4pm-130, 9.5hrs- 1.5 ot
Wed dec 17 2pm-2am 12hrs - 4 ot
Thurs dec18, 4 pm- 2am - 10hrs- 2 ot
Fri dec 19, 5pm-2am - 9hrs - 1ot
Wed dec 24 1230pm-1a12.5 hrs 4ot-.5
Thurs dec 25, 1230-1am 4 ot .5 dbl
Wed dec31 430pm-5am 12.5hrs 4ot-.5d
Thurs jan1st 530-1am 7.5 hrs stat
Wed jan28 330-130 10hrs 2 ot
Thurs jan 29 330-130 10hrs 2 ot
Fri jan 30 330-130 10 hrs 2 ot
Sat jan 31 330-130 10hrs 2 ot

The total number of overtime hours equals 28.5 plus 1.5 dbl time hours

As well as the 2 stat holidays being Christmas and New Year's

28.5 hours x half reg wage 9.5\$ = 270.75\$

1.5 hours x reg wage = 28.5\$

Total equals 299.25 in overtime wages

For the stat holidays

A regular days wages his \$152

Time and a half for actual hours worked equals 327.75 together is 479.75

I was paid 237.5 total wage for the day

This leaves a difference of 242.25 outstanding,

On New Year's Day

Regular days wages equals \$152

Time and a half for hours worked on the years equals \$213.75

Total is 365.75

I was paid \$133 for the day in total

Difference being 232.75 outstanding

Total amount equals

242.26 Christmas Day } - Stat

232.75 New Year's Day

299.25. Overtime wages

774.25\$

As well as reimbursement for receipts that I have submitted 1687.00\$ (you had mentioned to me yesterday that Riff had mentioned to you something about me buying TVs without her permission, this is odd because I am not seeking reimbursement for any receipts for TVs purchased in fact in the time I worked there I purchased two TVs for the bar both of which were given away as prizes and both of which I received a reimbursement for,?

2461.25 total

Plus my personal property

23-SEP-2015 TF/EF ER RIFFAT MANJI-Director 778-384-2274 ER said:

- EE was not a MANAGER / would like to VR with \$190.00 preapproved expenses + \$620.00

"After review \$938 is the number I am coming up with. This does not include his own personal belongings and he has been requested multiples times to come and pick them up. And it does not include reimbursements for receipts that I did not give approval for."

23-SEP-2015 TT/ET EE s.22

-Director requested EE's decision VR: \$938 (less taxes/CPP/EI) or MED.

24-SEP-2015 EF/EE s.22

EE said:

"After some consideration I have decided that while I am looking for a resolution to this matter, I am not interested in settling for the amount indicated, I would also be curious to know how the amount offered to settle was calculated"

24-SEP-2015 ET/EE s.22

informed MED will be setup to assist.

Kip BY SMITH

Tue 2015-OCT-20 (9:30-12:30) / MED: Arsh Dhillew / ER 005-346 0864617 B.C. Ltd. coba BALMORAL PUB, EE s.22

/jph (all in person)

T-ADJ: DEC-01 / XD: NOV-12

24-SEP-2015 ET/EE s.22

& ER RIFFAT MANJI provided ESB MED Pkg.

→ Med occurred Oct 20
→ cheque rec'd Oct 21
→ ke collect cheque + 1R sign SA Oct 27
→ mailed SA to ER Oct 28

#293

Smith, Kirby L LBR:EX

From: Smith, Kirby L LBR:EX
Sent: Monday, November 2, 2015 8:56 AM
To: s.22
Subject: RE: Confirmation that cheque cleared: Employment Standards Complaint against 0864617 B.C. Ltd. carrying on business as Balmoral Pub

Dear s.22

As I have not received a response from you, I am assuming that your cheque cleared. This letter serves as confirmation that your complaint file is now closed.

Consequently, the Branch will not be taking any further action on this matter and your file will now be closed with our office.

Yours truly,

Kirby Smith
Industrial Relations Officer
Employment Standards Branch, Lower Mainland Region
Ministry of Jobs, Tourism and Skills Training and Minister Responsible for Labour
250 - 4600 Jacombs Road, Richmond, BC V6V 3B1
Tel: (604) 664-7823 | Fax: (604) 713-0450 | kirby.smith@gov.bc.ca
Employment Standards info line: 1-800-663-3316 | www.labour.gov.bc.ca/esb

***WARNING - CONFIDENTIALITY NOTICE:** This e-mail and any attachments may contain confidential and privileged information. Any use, disclosure, copying or dissemination of this information by a person other than an intended recipient is not authorized and may be illegal. If you are not an intended recipient, notify the sender immediately by return e-mail, delete this e-mail and destroy any copies.*

From: Smith, Kirby L LBR:EX
Sent: Wednesday, October 28, 2015 9:28 AM
To: s.22
Subject: Confirmation that cheque cleared: Employment Standards Complaint against 0864617 B.C. Ltd. carrying on business as Balmoral Pub

Dear s.22

I hope that this message finds you well. Further to our conversation yesterday, can you kindly confirm that the cheque from your former employer has cleared?

Thank you very much.

Yours truly,

Kirby Smith
Industrial Relations Officer
Employment Standards Branch, Lower Mainland Region
Ministry of Jobs, Tourism and Skills Training and Minister Responsible for Labour
250 - 4600 Jacombs Road, Richmond, BC V6V 3B1
Tel: (604) 664-7823 | Fax: (604) 713-0450 | kirby.smith@gov.bc.ca
Employment Standards info line: 1-800-663-3316 | www.labour.gov.bc.ca/esb

Smith, Kirby L LBR:EX

From: Mail Delivery Subsystem <postmaster@gems9.gov.bc.ca>
To: s.22
Sent: Wednesday, October 28, 2015 9:28 AM
Subject: Relayed: Confirmation that cheque cleared: Employment Standards Complaint against 0864617 B.C. Ltd. carrying on business as Balmoral Pub

Delivery to these recipients or groups is complete, but no delivery notification was sent by the destination server:

s.22

Subject: Confirmation that cheque cleared: Employment Standards Complaint against 0864617 B.C. Ltd. carrying on business as Balmoral Pub



Ministry of Jobs, Tourism and Skills Training and
Minister Responsible for Labour
Employment Standards Branch



For office use only:

Office	RM
ESI Date	
ER No.	005 346
Assign No.	384282
EE No.	s.22
D. Assig.	
Officer	

<p>RECEIVED</p> <p>SEP 01 2015</p> <p>EMPLOYMENT STANDARDS BRANCH - LOWER MAINLAND</p>

Complaint and Information Form

Before the Employment Standards Branch takes any action on your complaint, you must complete the SELF-HELP KIT. It is available from any Employment Standards Office and on the Internet at www.labour.gov.bc.ca/esb. Except under very unusual circumstances, the Branch will not process complaints unless the SELF-HELP KIT has been used.

Please indicate which statement applies before continuing.

- ☐ I have used the Employment Standards self-help kit and the problem has not been resolved.
- ☒ I have been advised by the Employment Standards Branch not to use the self-help kit for the following reason:
I have not sent the self-help kit
- ☒ I am within one month of the six-month time limit for filing an employment standards complaint. If I do not contact the Employment Standards Branch within 30 days to confirm I have used the self-help kit, the Director of Employment Standards will consider my complaint withdrawn. I am aware that my complaint will not be reviewed during this time.

The information on this form is collected under the authority of the *Employment Standards Act*. The information provided will be used to process your complaint against an employer with respect to wages or any other matter you have specified. You must give us your complaint no later than six months after the end of your employment with this employer; or, if your complaint concerns sections 8, 10 or 11 of the Act, you must give us your complaint no later than six months after the date of the alleged contravention. Questions about the collection and use of this information, contact the Director of Employment Standards, PO Box 9570 Stn Prov Govt, Victoria BC V8W 9K1. Telephone: 1-800-663-3316

PLEASE PRINT CLEARLY - COMPLETE BOTH PAGES

SECTION A: INFORMATION ABOUT YOUR EMPLOYER			
Name of Employer (name of company or business): <u>0364617 BC LTD - DBA Balmain Pub</u>			
Street address of employer: s.22		City/town and province:	Postal Code:
Mailing address of employer: <u>159 E. Hastings St</u>		City/town and province: <u>Vancouver</u>	Postal Code: <u>V6A 1K2</u>
Telephone number: <u>604 681 8233</u>		Type of Business: <u>Hotel Pub-Bar</u>	
Employer's Email address: s.22			
Name of your supervisor: <u>Riff Manji</u>		Name and phone number of owner: <u>Riff Manji 778 384 2274</u>	
Address of place where you worked if different from above:			Is your employer bankrupt or in receivership? <input type="checkbox"/> YES <input checked="" type="checkbox"/> NO
Is your employer still in business? <input checked="" type="checkbox"/> YES <input type="checkbox"/> NO		If NO, when did your employer go out of business?	
Employer's bank: <u>T.D.</u>		Employer's bank branch:	
SECTION B: INFORMATION ABOUT YOU			
Your last name: s.22		Your first or given name: s.22	
Your mailing address: s.22		Middle Initial(s)	
Your phone number: s.22		Cellular or alternate phone number:	
Are you under the age of 19: <input type="checkbox"/> YES <input checked="" type="checkbox"/> NO		Email address: s.22	
Are you covered by a collective agreement (union contract)?		<input type="checkbox"/> YES <input checked="" type="checkbox"/> NO	
Union's Name:			



Ministry of Jobs, Tourism and Skills Training and
Minister Responsible for Labour
Employment Standards Branch

Complaint and Information Form

For office use only:

Office	
ESI Date	
ER No.	005-346
Assign No.	
EE No.	
D. Assig.	
Officer	

Date Stamp Here

RECEIVED

SEP 02 2015

EMPLOYMENT STANDARDS
BRANCH - LOWER MAINLAND

Before the Employment Standards Branch takes any action on your complaint, you must complete the SELF-HELP KIT. It is available from any Employment Standards Office and on the Internet at www.labour.gov.bc.ca/esb. Except under very unusual circumstances, the Branch will not process complaints unless the SELF-HELP KIT has been used.

Please indicate which statement applies before continuing.

- ☒ I have used the Employment Standards self-help kit and the problem has not been resolved.
- ☒ I have been advised by the Employment Standards Branch not to use the self-help kit for the following reason.
- ☒ I am within one month of the six-month time limit for filing an employment standards complaint. If I do not contact the Employment Standards Branch within 30 days to confirm I have used the self-help kit, the Director of Employment Standards will consider my complaint withdrawn. I am aware that my complaint will not be reviewed during this time.

The information on this form is collected under the authority of the *Employment Standards Act*. The information provided will be used to process your complaint against an employer with respect to wages or any other matter you have specified. You must give us your complaint no later than six months after the end of your employment with this employer; or, if your complaint concerns sections 8, 10 or 11 of the Act, you must give us your complaint no later than six months after the date of the alleged contravention. Questions about the collection and use of this information, contact the Director of Employment Standards, PO Box 9570 Stn Prov Govt, Victoria BC V8W 9K1. Telephone: 1-800-663-3316

PLEASE PRINT CLEARLY - COMPLETE BOTH PAGES

SECTION A: INFORMATION ABOUT YOUR EMPLOYER			
Name of Employer (name of company or business): 0864617 BC LTD DBA- Balmoral Pub			
Street address of employer: 159 East Hastings St		City/town and province: Vancouver BC	Postal Code: V6A 1K2
Mailing address of employer: s.22		City/town and province:	Postal Code:
Telephone number: 604 681 8233		Type of Business: Hotel pub/Bar	
Employer's Email address: s.22			
Name of your supervisor: Riffat Manji		Name and phone number of owner: Riffat Manji 778 384 2274	
Address of place where you worked if different from above:			Is your employer bankrupt or in receivership? <input type="checkbox"/> YES <input checked="" type="checkbox"/> NO
Is your employer still in business? <input checked="" type="checkbox"/> YES <input type="checkbox"/> NO		If NO, when did your employer go out of business?	
Employer's bank: T.D.		Employer's bank branch:	
SECTION B: INFORMATION ABOUT YOU			
Your last name: s.22		Your first or given name: s.22 Middle Initial(s)	
Your mailing address: s.22		City/town:	Postal Code:
Your phone number: s.22		Cellular or alternate phone number:	
Are you under the age of 19: <input type="checkbox"/> YES <input checked="" type="checkbox"/> NO		Email address: s.22	
Are you covered by a collective agreement (union contract)? <input type="checkbox"/> YES <input checked="" type="checkbox"/> NO			
Union's Name:			

SECTION C: YOUR WORK HISTORY WITH THIS EMPLOYER

Your job title: s.22	Date you started work for this employer: s.22	Last day you worked for this employer:	
Your rate of pay:	<input type="checkbox"/> Still employed <input type="checkbox"/> Quit <input type="checkbox"/> Other* <input type="checkbox"/> Fired <input type="checkbox"/> Laid off *Please explain below.		
Are your hours of work regular? <input checked="" type="checkbox"/> YES <input type="checkbox"/> NO	Hours worked per day: 8	Number of days worked per week: 4-6	Total hours per week: 40+
How often were you paid? <input type="checkbox"/> Daily <input type="checkbox"/> Weekly <input type="checkbox"/> Every two weeks <input checked="" type="checkbox"/> Twice a month <input type="checkbox"/> Other: _____			
Do you have a record of the hours worked for this employer that are relevant to your claim? <input checked="" type="checkbox"/> YES <input type="checkbox"/> NO If YES, attach records to this form. Attach a photocopy of your pay cheque, pay statements, Record of Employment, if available.			

WHAT DO YOU BELIEVE YOU ARE OWED?

	DATE	DATE	ESTIMATED AMOUNTS
<input type="checkbox"/> Regular Wages	From	To	
<input checked="" type="checkbox"/> Overtime	From	To	
<input type="checkbox"/> Annual Vacation Pay	From	To	
<input checked="" type="checkbox"/> Statutory Holiday Pay	Specify Dates:		
<input type="checkbox"/> Deductions from wages	Specify Dates:		
<input type="checkbox"/> NSF Cheques (Attach original, or copies if available)			
<input type="checkbox"/> Pregnancy/Parental/or Other Leave			
<input type="checkbox"/> Compensation for Length of Service (sometimes called Termination Pay)			
<input checked="" type="checkbox"/> Other (Specify):			
never been re-inbursed for money spent to buy goods for business, not been able to recover tools etc from business			
ESTIMATED TOTAL			
			726.75
			546.50
			2287.00
			3560.25

SECTION D: DETAILS OF YOUR COMPLAINT: (Please note this part of the form may be made available to your employer.)

after several attempts to recover monies owed and my personal property with no reply. I am seeking government assistance to rectify this issue

use additional pages if necessary

Please Note: In order to process your complaint as quickly as possible, attach all available information relating to your claim - i.e. copies of your cheque stubs, daily time records, and your Record of Employment. For us to contact you for information, investigate your complaint, or pay money that we may collect for you, it is important that you tell us about any changes in your mailing address or telephone number. You should also be aware that, once a decision has been made and a determination issued regarding your complaint, no further action may be taken by you to enforce your claim without the written consent of the Director of Employment Standards.

Do you consent to your contact information being disclosed to your employer?	<input type="checkbox"/> YES	<input type="checkbox"/> NO
s.22		
I, _____, certify that all information I am providing is true and correct to the best of my knowledge, and I agree to my name being used in an investigation, mediation or adjudication.		
s.22		
		Sept 2 - 2015 Date

Page 059 to/à Page 069

Withheld pursuant to/removed as

s.22

Smith, Kirby L LBR:EX

From: Smith, Kirby L LBR:EX
Sent: Monday, November 2, 2015 8:59 AM
To: 'Riffat Manji'
Subject: Complaint File Closed: Employment Standards Complaint against 0864617 B.C. Ltd. carrying on business as Balmoral Pub

Dear Ms. Manji,

Thank you for sending the cheque for ^{s.22}. He has picked up the cheque. On Wednesday, October 28, 2015, I mailed you a signed copy of the settlement agreement.

This complaint file is now closed. No further action will be taken.

Yours truly,

Kirby Smith
Industrial Relations Officer
Employment Standards Branch, Lower Mainland Region
Ministry of Jobs, Tourism and Skills Training and Minister Responsible for Labour
250 - 4600 Jacombs Road, Richmond, BC V6V 3B1
Tel: (604) 664-7823 | Fax: (604) 713-0450 | kirby.smith@gov.bc.ca
Employment Standards info line: 1-800-663-3316 | www.labour.gov.bc.ca/esb

***WARNING - CONFIDENTIALITY NOTICE:** This e-mail and any attachments may contain confidential and privileged information. Any use, disclosure, copying or dissemination of this information by a person other than an intended recipient is not authorized and may be illegal. If you are not an intended recipient, notify the sender immediately by return e-mail, delete this e-mail and destroy any copies.*

Harris, Jo-Ann P LBR:EX

From: Harris, Jo-Ann P LBR:EX
Sent: Wednesday, September 23, 2015 4:01 PM
To: 'Riffat Manji'
Subject: VOLUNTARY RESOLUTION: ER 005-346 0864617 B.C. Ltd. coba BALMORAL PUB, s.22

Importance: High

Good day RIFFAT MANJI-Director...

I will be in touch with you again upon receipt of s.22 decision.

Jo-Ann Harris

Employment Standards Branch
Ministry of Jobs, Tourism and Skills Training and Minister Responsible for Labour
250 - 4600 Jacombs Road, Richmond, BC V6V 3B1
Tel: (604) 713-0423
Fax: (604) 713-0450

From: Riffat Manji s.22]
Sent: Wednesday, September 23, 2015 3:52 PM
To: Harris, Jo-Ann P LBR:EX
Subject: Re: VOLUNTARY RESOLUTION: ER 005-346 0864617 B.C. Ltd. coba BALMORAL PUB, s.22

Hi JoAnn,

YES.

Thanks,

Riffat Manji

From: "Harris, Jo-Ann P LBR:EX" <JoAnn.Harris@gov.bc.ca>
To: 'Riffat Manji' s.22 >
Sent: Wednesday, September 23, 2015 3:48 PM
Subject: VOLUNTARY RESOLUTION: ER 005-346 0864617 B.C. Ltd. coba BALMORAL PUB, s.22

Good afternoon RIFFAT MANJI-Director...

Are you offering to voluntarily resolve with a cheque payment of **\$938.00 (less tax, CPP, EI)?**

If the other party does not agree with the amount a Mediation will be setup to assist.

If the other party agrees to accept this amount, are you planning on delivering, a cheque payable to:
s.22 , to my attention at the RICHMOND Employment Standards Branch?

If so, s.22 would be notified when the payment is received, to pick it up in person at this office, bring photo ID, sign the Employment Standards **"Receipt of Payment and Termination of Complaint"** form and the file will be closed. A copy of this form will be sent to you.

I can be reached directly today via an e-mail response JoAnn.Harris@gov.bc.ca or at **604-713-0423**.

Jo-Ann Harris
Employment Standards Branch

Ministry of Jobs, Tourism and Skills Training and Minister Responsible for Labour
250 – 4600 Jacombs Road, Richmond, BC V6V 3B1
Tel: (604) 713-0423
Fax: (604) 713-0450

From: Riffat Manji ^{s.22}
Sent: Wednesday, September 23, 2015 3:09 PM
To: Harris, Jo-Ann P LBR:EX
Subject: Re: EDUCATION: ER 005-346 0864617 B.C. Ltd. coba BALMORAL PUB

Hi JoAnn,

After review \$938 is the number I am coming up with. This does not include his own personal belongings and he has been requested multiples times to come and pick them up. And it does not include reimbursements for receipts that I did not give approval for.

Thanks,

Riffat Manji

From: "Harris, Jo-Ann P LBR:EX" <JoAnn.Harris@gov.bc.ca>
To: "s.22"
Sent: Wednesday, September 23, 2015 2:58 PM
Subject: EDUCATION: ER 005-346 0864617 B.C. Ltd. coba BALMORAL PUB

Good day RIFFAT MANJI-Director...

Further to your telephone call of this afternoon and with regards to ^{s.22} Employment Standards complaint/request for **OVERTIME PAY (17-DEC-2014 to 31-JAN-2015): \$726.75 + STAT HOLIDAY PAY (Dec25 + Jan01): \$546.50 + OTHER (business expenses \$1,687.22/withheld power tools –drill, etc. \$600.00): \$2,287.00**, attached is his recently received breakdown for your review.

Jo-Ann Harris
Employment Standards Branch
Ministry of Jobs, Tourism and Skills Training and Minister Responsible for Labour
250 – 4600 Jacombs Road, Richmond, BC V6V 3B1
Tel: (604) 713-0423
Fax: (604) 713-0450

As per our conversation yesterday I have prepared a list of several dates and times where I believe I am owed overtime wages as well the stat holiday pay.,After having gone over the hours I submitted yesterday it occurred to me that the wage I was asking for was the time and a half wage when in fact I'm just doing the halftime wage, my calculations were based on time and a half instead of halftime since I have already been been regular wage for the hours in question, I have gone through all of my schedule emails to my employer very carefully and come up with these following dates which overtime hours are owed,

These are the dates and times;

Wed, Nov19. 4pm-130, 9.5hrs- 1.5 ot
Wed dec 17 2pm -2am 12hrs - 4 ot
Thurs dec 18, 4 pm- 2am - 10hrs- 2 ot
Fri dec 19, 5pm -2am -9hrs - 1ot
Wed dec 24 1230pm-1a12.5 hrs 4ot-.5
Thurs dec 25, 1230-1am 4 ot .5 dbl
Wed dec31 430pm-5am 12.5hrs 4ot-.5d
Thurs jan 1st. 530-1am 7.5 hrs stat
Wed jan28 330-130 10hrs 2 ot
Thurs jan 29 330-130 10hrs 2 ot
Fri jan 30 330-130 10 hrs 2 ot
Sat jan 31 330-130 10hrs 2 ot

The total number of overtime hours equals 28.5 plus 1.5 dbl time hours
As well as the 2 star holidays being Christmas and New Year's

28.5 hours x half reg wage 9.5\$ =270.75\$

1.5 hours x reg wage = 28.5\$

Total equals 299.25 in overtime wages

For the stat holidays

A regular days wages his \$152

Time and a half for actual hours worked equals 327.75 together is 479.75

I was paid 237.5 total wage for the day

This leaves a difference of 242.25 outstanding,

On New Year's Day

Regular days wages equals \$152

Time and a half for hours worked on the years equals \$213.75

Total is 365.75

I was paid \$133 for the day in total

Difference being 232.75 outstanding

Total amount equals

242.26 Christmas Day

232.75 New Year's Day

299.25. Overtime wages

774.25\$

As well as reimbursement for receipts that I have submitted 1687.00\$ (you had mentioned to me yesterday that Riff had mentioned to you something about me buying TVs without her permission, this is odd because I am not seeking reimbursement for any receipts for TVs purchased in fact in the time I worked there I purchased two TVs for the bar both of which were given away as prizes and both of which I received a reimbursement for,?

2461.25 total

Plus my personal property

Harris, Jo-Ann P LBR:EX

From: Harris, Jo-Ann P LBR:EX
Sent: Tuesday, September 22, 2015 2:01 PM
To: s.22
Subject: EDUCATION: ER 005-346 0864617 B.C. Ltd. coba BALMORAL PUB, EE s.22
Attachments: mediation.pdf; RICHMOND-ESB Map - Driving-Parking Instructions.pdf; adjudication.pdf; enforcement & penalties.pdf; Witness.pdf; hours_overtime.pdf; averaging-agreements.pdf; statutory-holidays.pdf; 13-16_stats.pdf; deductions_wage.pdf

Good afternoon RIFFAT MANJI-Director...

Thank you for informing of your decision to review your files with regards to ^{s.22} alleged OVERTIME PAY (17-DEC-2014 to 31-JAN-2015) + STAT HOLIDAY PAY (Dec25 + Jan01) + BUSINESS EXPENSES = \$2,287.00 - \$600.00 (employee's personal power tools waiting for pick-up) = \$1,687.00. ^{s.22} alleges that he has been paid @\$19.00/hour and is requesting @1 ½ X = \$28.50/hour or @2 X = \$38.00/hour (when/where applicable) and states that an established practice of the employer reimbursing for his payment of business expenses, upon submitting receipts, exists (e.g. prizes for give-a-ways, TV's, bikes, building maintenance, locks, paint, etc.).

Please know that the Employment Standards Branch does not represent either party. It represents the Act as it pertains to a complaint. My role is neutral, to educate and hopefully assist the employee and employer with coming to a voluntary resolution via my telephone and e-mail contact. Your participation is important as it provides the employer's position on the complaint matter.

If after contacting both parties, a complaint is not resolved through the education provided, it is next referred to **Mediation** where both parties are asked to bring anything they think will be helpful to resolve the dispute, such as payroll info, records of hours worked and wages paid, and documentation of disciplinary actions. An **Employment Standards Officer** of the Branch conducts mediations, which is an informal and in person meeting and ½ day in person meeting between the employer and employee. If the parties resolve their dispute in mediation, the officer will help them draft a "**Settlement Agreement**" that both the complainant and the employer will sign. This agreement is binding on both parties. If it is not honoured, it can be filed in Supreme Court & enforced. Even if mediation does not resolve the dispute, it may help clarify the issues, understand each other's point of view, and identify what facts are agreed upon, and what issues remain in dispute.

However, if the matter is not resolved in Mediation, the file must be referred to the more formal adjudication /complaint hearing where an officer of the Employment Standards Branch is appointed to hear the parties give evidence under oath on the issues that gave rise to the complaint. The officer's job is to hear evidence from the parties, including evidence from any witnesses the parties choose to call. After the conclusion of the hearing, the officer will issue a written decision called a "**Determination**". This Determination can be filed and enforced in the same manner as a judgment of the B.C. Supreme Court.

Mediations: require 1-3 hours and are informal, without prejudice and no decision is made.

Adjudications: require a full day, are formal and a decision is made regarding the issue(s), and possible penalties could be incurred (\$500.00 for each contravention of the Act, if wages are found to be owed).

The Employment Standards Factsheets: **Mediation, Adjudication, Witness and Enforcement and Penalties** have been attached for your review.

As discussed, your subsequent decision to **voluntarily resolve with payment** or to **Mediate the complaint matter** will be shared with the other party on **Wednesday, September 23, 2015**. I can be reached directly via an e-mail response JoAnn.Harris@gov.bc.ca or at **604-713-0423**.

Jo-Ann Harris

Employment Standards Branch
Ministry of Jobs, Tourism and Skills Training and Minister Responsible for Labour
250 – 4600 Jacombs Road, Richmond, BC V6V 3B1
Tel: (604) 713-0423
Fax: (604) 713-0450

ESA Section 35 - Maximum hours of work before overtime applies

<https://www.labour.gov.bc.ca/esb/igm/esa-part-4/igm-esa-s-35.htm>

This section establishes the maximum hours an employee can work before overtime is payable.

ESA Section 44 - Entitlement to statutory holiday

<https://www.labour.gov.bc.ca/esb/igm/esa-part-5/igm-esa-s-44.htm>

This section identifies when an employee is eligible for statutory holiday pay for one of the "statutory holidays" named in s.1 of the Act.

ESA Section 45 - Statutory holiday pay

<https://www.labour.gov.bc.ca/esb/igm/esa-part-5/igm-esa-s-45.htm>

This section explains how pay for a statutory holiday is calculated for employees who are either given a day off on a statutory holiday, or given a different day off instead of the statutory holiday.

ESA Section 46 - If employee is required to work on statutory holiday

<https://www.labour.gov.bc.ca/esb/igm/esa-part-5/igm-esa-s-46.htm>

This section explains the statutory holiday wages that must be paid to eligible employees who work on statutory holidays.

ESA Section 48 - Substituting another day for a statutory holiday

<https://www.labour.gov.bc.ca/esb/igm/esa-part-5/igm-esa-s-48.htm>

This section outlines when an employer and an employee may substitute a different day for a statutory holiday. This section ensures that the employee is granted the same rights under the Act as if the substituted day were a statutory holiday.

ESA Section 21 -- Deductions

<https://www.labour.gov.bc.ca/esb/igm/esa-part-3/igm-esa-s-21.htm>

This section prohibits an employer from withholding wages for any reason, except as permitted by law, or from requiring an employee to cover any business costs.

ESR Section 1 - Definitions – Manager

<http://www.labour.gov.bc.ca/esb/igm/esr-part-1/esr-s1-manager.htm>

ESR Section 34 - Exclusions from hours of work and overtime requirements

<http://www.labour.gov.bc.ca/esb/igm/esr-part-7/esr-s34.htm>

This section excludes managers from entitlement to the statutory holiday provisions of the Act.

ESR Section 36 - Exclusion from statutory holiday pay requirements

<http://www.labour.gov.bc.ca/esb/igm/esr-part-7/esr-s36.htm>

This section excludes managers from entitlement to the statutory holiday provisions of the Act.

ESA Section 40 - Overtime wages for employees not working under an averaging agreement

<http://www.labour.gov.bc.ca/esb/igm/esa-part-4/igm-esa-s-40.htm>

ESA Section 126 - Evidence and burden of proof

<http://www.labour.gov.bc.ca/esb/igm/esa-part-14/igm-esa-s126.htm>

This section explains what types of documentation are considered as evidence and when it is the employer's burden to prove the Act has not been contravened.

ESA Section 1 - Definitions – Wages

<https://www.labour.gov.bc.ca/esb/igm/esa-part-1/igm-esa-s1-wages.htm>

ESA Section 1 - Definitions - Work

<https://www.labour.gov.bc.ca/esb/igm/esa-part-1/igm-esa-s1-work.htm>

Harris, Jo-Ann P LBR:EX

From: Harris, Jo-Ann P LBR:EX
Sent: Tuesday, September 22, 2015 10:51 AM
To: s.22
Subject: EDUCATION: ER 005-346 0864617 B.C. Ltd. cobra BALMORAL PUB
Attachments: restaurant_employees.pdf; manager.pdf; termination.pdf; just-cause.pdf; paying-wages.pdf; deductions_wage.pdf; annual-vacation.pdf; hours_overtime.pdf; averaging-agreements.pdf; statutory-holidays.pdf; 13-16_stats.pdf; keepingrecords.pdf; complaint-resolution.pdf; guide to ESA.pdf; Quick Ref Guide-For ERs - highlights.pdf; mediation.pdf; RICHMOND-ESB Map - Driving-Parking Instructions.pdf; Complaint Form - ER 005-346 0864617 B.C. Ltd. cobra BALMORAL PUB, EE s.22 pdf

Good day RIFFAT MANJI-Director...

With regards to s.22 Employment Standards complaint/request for OVERTIME PAY (17-DEC-2014 to 31-JAN-2015): **\$726.75 + STAT HOLIDAY PAY (Dec25 + Jan01): \$546.50 + OTHER (business expenses \$1,687.22/withheld power tools – drill, etc. \$600.00): \$2,287.00**, attached is the Employment Standards Factsheets and web-links pertaining to it. This same information is shared with the other party.

QUESTIONS:

1. Have you had contact with the other party since **September 1/2, 2015**?
 2. If so, has the complaint matter been resolved?
 3. Can you provide a copy of your **Employment Records (17-Dec-2014 to 31-Jan-2015)**?
-

Please know that the Employment Standards Branch represents the BC Employment Standards Act with regards to complaints made by either an employee or an employer. I am an **Employment Standards Assistant** and my role is neutral and to educate both the complainant and the employer. I do this by reviewing a complaint and evidence submitted and by contacting the parties to gather more information and explain the provisions of the BC Employment Standards Act. If an employer resolves a complaint at the education stage of the process and pays any money owing, no further action is taken and the file can be closed.

If a complaint is not resolved with the education provided, it is referred to Mediation, where both parties are asked to bring anything they think will be helpful to resolve the dispute, such as payroll info, records of hours worked and wages paid, and documentation of disciplinary actions. An **Employment Standards Officer** of the Branch conducts the mediation, which is an informal and ½ day in person meeting between the Employer & Complainant. It is helpful if the person attending on behalf of the employer has signing authority for the company. If the parties resolve their dispute in mediation, the officer will help them draft a **"Settlement Agreement"** that both the Employer & Complainant will sign. This agreement is binding on both parties. If it is not honoured, it can be filed in Supreme Court & enforced. Even if mediation does not resolve the dispute, it may help clarify the issues, understand each other's point of view, and identify what facts are agreed upon, and what issues remain in dispute.

Please let me know if this matter has been resolved and if so the amount agreed upon. I can be reached directly via an e-mail response JoAnn.Harris@gov.bc.ca or at **604-713-0423**. Otherwise, I will be in touch with you again to gather more information.

Jo-Ann Harris
Employment Standards Branch
Ministry of Jobs, Tourism and Skills Training and Minister Responsible for Labour
250 – 4600 Jacombs Road, Richmond, BC V6V 3B1
Tel: (604) 713-0423
Fax: (604) 713-0450

ESR Section 1 - Definitions – Manager

<http://www.labour.gov.bc.ca/esb/igm/esr-part-1/esr-s1-manager.htm>

"manager" means

- (a) a person whose principal employment duties consist of supervising or directing, or both supervising and directing, human or other resources, or
- (b) a person employed in an executive capacity;

ESR Section 34 - Exclusions from hours of work and overtime requirements

<http://www.labour.gov.bc.ca/esb/igm/esr-part-7/esr-s34.htm>

This section identifies employees and occupations excluded from Part 4 of the Act, Hours of work and overtime.

34. Part 4 of the Act does not apply to any of the following:

- (f) a manager;

ESR Section 36 - Exclusion from statutory holiday pay requirements

<http://www.labour.gov.bc.ca/esb/igm/esr-part-7/esr-s36.htm>

This section excludes managers from entitlement to the statutory holiday provisions of the Act.

ESA Section 40 - Overtime wages for employees not working under an averaging agreement

<http://www.labour.gov.bc.ca/esb/igm/esa-part-4/igm-esa-s-40.htm>

Managers

An employee who is defined as a "manager" under s.1 of the *Employment Standards Regulation* is excluded from the hours of work and overtime provisions of the Act, pursuant to s.34 of the Regulation.

Although a manager is excluded from the hours of work and overtime provisions of the Act, they are entitled to be paid for all hours worked. In some cases this could result in a manager being entitled to additional compensation.

Where there is evidence to support findings that the employer and the employee agreed that a specific number of hours of work would be compensated by a specific salary, the employee would be entitled to straight time wages for work performed in excess of what was agreed to. For more information, refer to the *Managers* factsheet and the definition of "manager" in s.1 of the *Employment Standards Regulation*.

ESA Section 126 - Evidence and burden of proof

<http://www.labour.gov.bc.ca/esb/igm/esa-part-14/igm-esa-s126.htm>

This section explains what types of documentation are considered as evidence and when it is the employer's burden to prove the Act has not been contravened.

ESA Section 1 - Definitions - Work

<http://www.labour.gov.bc.ca/esb/igm/esa-part-1/igm-esa-s1-work.htm>

"work" means the labour or services an employee performs for an employer whether in the employee's residence or elsewhere.

- (2) An employee is deemed to be at work while on call at a location designated by the employer unless the designated location is the employee's residence.

ESA Section 1 - Definitions – Wages

"wages" includes

- (a) salaries, commissions or money, paid or payable by an employer to an employee for work,
- (b) money that is paid or payable by an employer as an incentive and relates to hours of work, production or efficiency,
- (c) money, including the amount of any liability under section 63, required to be paid by an employer to an employee under this Act,
- (d) money required to be paid in accordance with
 - (i) a determination, other than costs required to be paid under section 79 (1) (f), or
 - (ii) a settlement agreement or an order of the tribunal, and
- (e) in Parts 10 and 11, money required under a contract of employment to be paid, for an employee's benefits, to a fund, insurer or other person,

but does not include

- (f) gratuities,
- (g) money that is paid at the discretion of the employer and is not related to hours of work, production or efficiency,
- (h) allowances or expenses,
- (i) penalties, and
- (j) an administrative fee imposed under section 30.1.

Meal Breaks

An employee must not work more than five hours in a row without a 30-minute unpaid 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.

ESA Section 32 - Meal breaks

<http://www.labour.gov.bc.ca/esb/igm/esa-part-4/igm-esa-s-32.htm>

32. (1) An employer must ensure

- (a) that no employee works more than 5 consecutive hours without a meal break, and
- (b) that each meal break lasts at least 1/2 hour.

(2) An employer who requires an employee to work or be available for work during a meal break must count the meal break as time worked by the employee.

Paydays and Payroll Records

All employees must be paid at least twice a month.

A pay period cannot be longer than 16 days.

All wages earned in a pay period must be paid within eight days after the end of the pay period.

Employees must receive a written or electronic pay statement (pay stub) each pay day that gives all details about hours worked, rate(s) of pay, earnings and deductions. Employers must keep payroll records for each employee for two years after employment ends.

An employee must be paid in full within 48 hours after the employer ends the employment, or within six days if the employee quits. This time is by the clock and the calendar – not business hours or business days.

Factsheets: [Paying Wages](#), [Keeping Records](#)

Overtime

Daily overtime pay is time-and-a-half after eight hours worked in a day and double time after 12 hours worked in a day.

Weekly overtime is time-and-a-half after 40 hours worked in a week. Only the first eight hours worked in a day count towards weekly overtime.

Factsheet: [Hours of Work and Overtime](#)

Averaging Agreements

An employer and an employee can agree to average scheduled work hours over a period of one, two, three, four weeks. Averaging agreements must be in writing, and have a start date and an end date.

Overtime is payable:

- After eight hours in a day if extra hours have been added to an employee's schedule, or
- If the employee works more than an average of 40 hours in a week over the averaging period (e.g., 80 hours over two weeks, 120 hours over three weeks.)

See: [Averaging Agreements](#)

Deductions

An employer must make deductions from wages required by law (e.g., income tax, EI, CPP).

Other deductions may be made if the employee agrees in writing.

An employer cannot deduct any of the employer's business costs from wages. This includes cash shortages, breakage, damage to company property or loss resulting from a customer leaving without paying.

Factsheet: [Deductions](#)

Statutory Holidays

The ten statutory holidays in British Columbia are

- New Years Day
- Family Day
- Good Friday
- Victoria Day
- Canada Day
- B.C. Day
- Labour Day
- Thanksgiving Day
- Remembrance Day
- Christmas Day

Easter Sunday, Easter Monday and Boxing Day are not statutory holidays.

To qualify for statutory holiday pay employees must:

- Have been employed for at least 30 calendar days,

And

- Have worked on at least 15 of the 30 days before the statutory holiday.*

*Employees who worked under an averaging agreement any time in the 30 days before the statutory holiday do not have to meet the 15-day minimum.

Qualified employees who are given a day off on a statutory holiday must be paid an average day's pay.

Qualified employees who work on a statutory holiday must be paid:

- Time-and-a-half for the first 12 hours worked and double-time after 12 hours

Plus

- An average day's pay.

An average day's pay is the total regular earnings divided by the number of days worked in the previous 30 calendar days.

Regular earnings include wages and vacation pay received for vacations taken, but does not include overtime pay.

Days worked includes all days where wages were earned as well as any days of annual vacation taken in the 30 calendar days before the statutory holiday.

Employers and a majority of employees can agree to substitute another day for a statutory holiday. The substitute day must be treated the same as a statutory holiday.

Factsheet: [Statutory holidays](#)

Compensation for Length of Service

After three months of consecutive employment an employee may be eligible for compensation, written working notice, or a combination of the two as follows:

- After three months – one week;
- After 12 months – two weeks;
- After three years – one week for each completed year of employment, to a maximum of eight weeks.

No compensation is required when an employee quits, retires or is terminated for just cause.

It is up to the employer to show termination was for just cause.

Additional notice or pay is required if 50 or more employees are terminated within a two-month period at a single location.

Factsheet: Termination of Employment / Just Cause

ESA Section 63 – Liability resulting from length of service

<http://www.labour.gov.bc.ca/esb/igm/esa-part-8/igm-esa-s-63.htm>

Quit versus fire

Sometimes disputes arise as to whether an employee quit or was fired. The onus for proving an employer is relieved of the need to give written notice or compensation for length of service is on the employer who asserts it.

The right to quit is personal to the employee and there must be clear and unequivocal facts to support a conclusion that this right has been voluntarily exercised by the employee involved. There is both a subjective and an objective element to a quit: subjectively, the employee must form an intent to quit employment; objectively, the employee must carry out an act inconsistent with his or her further employment.

Notice of resignation

There is no requirement under the Act for an employee to give notice of resignation.

However, if an employee does give notice of resignation, and the employer declines to accept it, the employee would be entitled to compensation equal to the lesser of:

- the notice given by the employee, or
- the employee's statutory entitlement under this section of the Act.

If the employer initially accepts the employee's notice, and then terminates the employee during the notice period, the employee would be entitled to compensation, again equal to the lesser of:

- the remaining notice period, or
- the employee's statutory entitlement under this section of the Act.

Just cause

An employer is not required to pay compensation for length of service or provide written working notice of termination if an employee is dismissed for just cause.

The burden of proving that the employee's conduct justifies dismissal for just cause is on the employer.

When an employee does not agree that his or her termination was for just cause, recourse exists through:

- Statute law (*Employment Standards Act and Regulation, Human Rights Code*);
- Common law action for wrongful dismissal.

The *Human Rights Code* has jurisdiction to proceed with complaints where employees allege they were terminated as a result of discrimination that contravenes the Code. The *Human Rights Code* and the *Employment Standards Act* both have jurisdiction to proceed with complaints from employees who allege that their employment was terminated for reasons related to pregnancy. Section 79(2) of the *Employment Standards Act* discusses the remedies for contravening pregnancy and other leave provisions of the Act.

Examples of "just cause" for termination

The degree of employee misconduct which gives an employer just cause for termination depends on the facts of each case. One thing to be considered is whether the employee behaved in a manner that was not consistent with the continuation of employment.

Sometimes a single act of misconduct may constitute just cause. The misconduct must be serious, deliberate and intentional, and fundamentally breach the employment contract.

Some actions which may result in an employee's termination for just cause are:

- wilful misconduct;
- gross incompetence;
- theft;
- fraud;
- conflict of interest;
- serious undermining of the corporate culture;
- serious breach of employer rules and policies;
- failure to respond appropriately to corrective discipline.

What Constitutes Just Cause?

Following are some examples of what may constitute just cause:

- Theft;
- Fraud and dishonesty;
- Assault or harassment of co-workers;

- Breach of duty;
- Serious wilful misconduct;
- Conflict of interest, especially if it involves provable loss to the employer;
- Serious breach of company rules or practices;
- Serious undermining of the corporate culture;
- Chronic absenteeism or tardiness;
- Unsatisfactory performance.

Unsatisfactory performance, or instances of minor misconduct such as absenteeism or tardiness do not normally relieve an employer of the requirement to give written notice or to pay compensation for length of service when terminating an employee.

Where an employer seeks to rely on unsatisfactory performance or instances of minor misconduct to prove just cause, it must show that:

- A reasonable standard of performance was established and communicated to the employee;
- The employee was clearly warned that his or her performance was below the established standard and that continued failure to meet the standard would result in dismissal;
- The employee was given a reasonable amount of time to meet the required standard of performance; and
- The employee still failed to meet the standard.

Where the dismissal is related to the inability of the employee to meet the requirements of the job, and not to any misconduct, the employer must be able to show that reasonable efforts were made (e.g. additional training or supervision) to assist the employee to meet the expectation.

Vacation Pay

When an employee takes a vacation after completing one year of employment, vacation pay must be at least four per cent of the employee's total earnings from the previous year.

After five consecutive years of employment, vacation pay increases to six per cent.

A person who is employed for less than one year is not entitled to take a vacation, but must be paid four per cent vacation pay on termination of employment.

Vacation pay is not payable if a person is employed for five calendar days or less.

Factsheet: Annual Vacation

Resolving Disputes

Employers and employees are encouraged to resolve disputes themselves. The Director of Employment Standards can refuse to investigate a complaint if an employee has not taken steps to resolve the problem with the employer. This includes using a Self-Help kit that is available online and at all Employment Standards offices.

If a dispute cannot be resolved using the Self-Help Kit, a complaint may be filed using complaint forms available at Employment Standards offices and online.

The Employment Standards Branch helps many employers and employees to resolve complaints informally. If that is not possible a decision is issued which includes mandatory administrative penalties.

Factsheet: Complaint Resolution

Contacting the Employment Standards Branch

For general inquiries, contact the Employment Standards Branch Information Line at:

1 800 663-3316 (toll-free in British Columbia) or 250 612-4100 from out of the province or within the Prince George area.

Record Of Employment

The ESB Branch cannot require an employer to issue or change a Record of Employment (also known as an ROE or a Separation Certificate) or T-4 form. A Record of Employment is a document issued for Employment Insurance purposes which is a federal government responsibility. An employee should contact the local **Human Resources Development Canada Employment Centre (Service Canada)** for assistance.

<http://www.cra-arc.gc.ca/cntct/menu-eng.html>

Canada Revenue Agency should be contacted for help in obtaining a T-4 form.

Service Canada telephone number: 1-800-622-6232.

<http://www.servicecanada.gc.ca>

Record of Employment Information: 1-888-557-7111

Employment Insurance 1-800-206-7218

CPP/OAS: 1-800-277-9914

Employers Hiring Foreign Workers: 1-888-246-7712

Harris, Jo-Ann P LBR:EX

From: Harris, Jo-Ann P LBR:EX
Sent: Thursday, September 24, 2015 2:17 PM
To: s.22
Subject: DECLINED VOLUNTARY RESOLUTION: ER 005-346 0864617 B.C. Ltd. cobra BALMORAL PUB, EE s.22

Importance: High

Good afternoon s.22 ...

Thank you for your response. I will be in touch next with a Mediation date and instructions. Both parties will have opportunity to ask questions of each other then.

Jo-Ann Harris
Employment Standards Branch
Ministry of Jobs, Tourism and Skills Training and Minister Responsible for Labour
250 – 4600 Jacombs Road, Richmond, BC V6V 3B1
Tel: (604) 713-0423
Fax: (604) 713-0450

From: s.22
Sent: Thursday, September 24, 2015 1:48 PM
To: Harris, Jo-Ann P LBR:EX
Subject: Re: VOLUNTARY RESOLUTION: ER 005-346 0864617 B.C. Ltd. cobra BALMORAL PUB, EE s.22

Hello and thank you for your reply,
After some consideration I have decided that while I am looking for a resolution to this matter, I am not interested in settling for the amount indicated, I would also be curious to know how the amount offered to settle was calculated
Thank you once again,

s.22

Harris, Jo-Ann P LBR:EX

From: Harris, Jo-Ann P LBR:EX
Sent: Wednesday, September 23, 2015 3:56 PM
To: s.22
Subject: VOLUNTARY RESOLUTION: ER 005-346 0864617 B.C. Ltd. cobra BALMORAL PUB, EE s.22

Importance: High

Good afternoon s.22

Please know that the other party has decided to offer \$938.00 (less tax, CPP, EI) to voluntarily resolve your complaint matter.

As previously discussed, if you do not agree with the voluntary resolution amount a Mediation will be setup to assist.

If you do agree to accept this amount, the other party will send a cheque payable to yourself to my attention at the RICHMOND Employment Standards Branch.

You will be notified when the payment is received, to pick it up in person at this office, bring photo ID, sign the Employment Standards "Receipt of Payment and Termination of Complaint" form and the file will be closed. A copy of this form will be sent to the employer.

I can be reached directly today via an e-mail response JoAnn.Harris@gov.bc.ca or at 604-713-0423.

Jo-Ann Harris
Employment Standards Branch
Ministry of Jobs, Tourism and Skills Training and Minister Responsible for Labour
250 - 4600 Jacombs Road, Richmond, BC V6V 3B1
Tel: (604) 713-0423
Fax: (604) 713-0450

From: s.22
Sent: Wednesday, September 23, 2015 2:16 PM
To: Harris, Jo-Ann P LBR:EX
Subject: Re: EDUCATION: ER 005-346 0864617 B.C. Ltd. cobra BALMORAL PUB, EE s.22

Hello Jo-Ann,

Thank you for taking some time out for me yesterday, it was much appreciated,
As per our conversation yesterday I have prepared a list of several dates and times where I believe I am owed overtime wages as well the stat holiday pay. After having gone over the hours I submitted yesterday it occurred to me that the wage I was asking for was the time and a half wage when in fact I'm just doing the halftime wage, my calculations were based on time and a half instead of halftime since I have already been been regular wage for the hours in question, I have gone through all of my schedule emails to my employer very carefully and come up with these following dates which overtime hours are owed,

These are the dates and times;
Wed, Nov19. 4pm-130, 9.5hrs- 1.5 ot
Wed dec 17 2pm -2am 12hrs - 4 ot
Thurs dec18, 4 pm- 2am - 10hrs- 2 ot

Fri dec 19, 5pm -2am - 9hrs - 1ot
Wed dec 24 1230pm-1a 12.5 hrs 4ot-.5
Thurs dec 25, 1230-1am 4 ot .5 dbl
Wed dec 31 430pm-5am 12.5hrs 4ot-.5d
Thurs jan 1st 530-1am 7.5 hrs stat
Wed jan 28 330-130 10hrs 2 ot
Thurs jan 29 330-130 10hrs 2 ot
Fri jan 30 330-130 10 hrs 2 ot
Sat jan 31 330-130 10hrs 2 ot

The total number of overtime hours equals 28.5 plus 1.5 dbl time hours
As well as the 2 star holidays being Christmas and New Year's

28.5 hours x half reg wage 9.5\$ =270.75\$
1.5 hours x reg wage = 28.5\$
Total equals 299.25 in overtime wages

For the stat holidays
A regular days wages his \$152
Time and a half for actual hours worked equals 327.75 together is 479.75
I was paid 237.5 total wage for the day
This leaves a difference of 242.25 outstanding,
On New Year's Day
Regular days wages equals \$152
Time and a half for hours worked on the years equals \$213.75
Total is 365.75
I was paid \$133 for the day in total
Difference being 232.75 outstanding

Total amount equals
242.26 Christmas Day
232.75 New Year's Day
299.25. Overtime wages
774.25\$

As well as reimbursement for receipts that I have submitted 1687.00\$ (you had mentioned to me yesterday that Riff had mentioned to you something about me buying TVs without her permission, this is odd because I am not seeking reimbursement for any receipts for TVs purchased in fact in the time I worked there I purchased two TVs for the bar both of which were given away as prizes and both of which I received a reimbursement for,?

2461.25 total
Plus my personal property

I hope this is helpful for you,
Please feel free to contact me at your convenience should you require any further information,.

Harris, Jo-Ann P LBR:EX

From: Harris, Jo-Ann P LBR:EX
Sent: Tuesday, September 22, 2015 12:22 PM
To: s.22
Subject: EDUCATION: ER 005-346 0864617 B.C. Ltd. coba BALMORAL PUB, EE^{s.22}
Importance: High

Good afternoon ^{s.22}

Thank you for your message to Lila Siefken-Front Office Clerk (below) of which has been placed in the file.

Please know that I am the **Employment Standards Assistant** administering your complaint. As such your review of and response to the education material sent to you today will assist with addressing your matter.

Jo-Ann Harris

Employment Standards Branch
Ministry of Jobs, Tourism and Skills Training and Minister Responsible for Labour
250 – 4600 Jacombs Road, Richmond, BC V6V 3B1
Tel: (604) 713-0423
Fax: (604) 713-0450

From: ^{s.22}
Sent: Monday, September 21, 2015 11:15 AM
To: Siefken, Lila LBR:EX
Subject: Re: Employment Standards Branch

Hello again Lila,

I am sending you this message as a follow up to our previous exchange on Sept 4.

It has now been about 20 days since I submitted the self help Kit to my former employer and the formal complainant to your office. Since that time My former Employer has indeed been in touch with me as several times to try and resolve the matter.

Each time we've communicated its been made clear that I can arrange a time to come a collect my personal possessions but that is where it ends. My former Employer believes that they are not obligated to pay me for the unpaid overtime hours or the stat holidays that I also worked. I was told that I wasn't asked to work those hours and therefore, I wasn't going to be paid for them. when I mentioned that it didn't make sense because in fact I have already been paid for the hours in question, (just not the overtime-or the stat holiday wage) without issue. One would assume that if I were indeed working and being paid for hours worked that I was not scheduled to, that something would have been said or done about this when it actually happened. It was only several months after when I filed this claim that my former employer suddenly had an issue with the number of hours I worked. I indicated that the record of hours worked and submitted by me to the company for the entire time I worked there were what I was basing my claim on. and that My former employer has the very same records as me. When I began working for my former employer, a relationship was established very early on (second week on the job), whereby I would spend my own money for items needed for the business (usually regarding maintenance/repair issues or building projects that I was asked to perform or even buying Prizes for giveaways for the business) and then submit my receipts for reimbursement, this consistently happened and I spent hundreds of dollars (which I was reimbursed for) without issue.

during my time working there, I bought everything from decorations for the various holidays to bikes to stainless steel sinks to wood for cabinet doors to tvs for prizes, I bought things like locks, and paint and even

actual product the bar sold from time to time, all without issue, only after being let go and getting labor standards involved is there now an issue, I was told on the day I was let go that I would be reimbursed for the receipts I had accumulated in the last months I worked there.(never happened)

My former employer has been aware of all of these outstanding receipts since the day I started accumulating them, and has never said anything about me not being asked to buy anything for the business until now. when we clearly had established relationship of being reimbursed for them previously.

So this is where we are at right now.

Please contact me to let me know how to proceed with this

Thank you for your time

Kind regards

s.22

Page 087 to/à Page 091

Withheld pursuant to/removed as

DUPLICATE



Ministry of Jobs, Tourism and Skills Training and
Minister Responsible for Labour
Employment Standards Branch

Complaint and Information Form

For office use only:

Office	
ESI Date	
ER No.	
Assign No.	
EE No.	
D. Assig.	
Officer	

Date Stamp Here	
RESERVED	
SEP 01 2015	
EMPLOYMENT STANDARDS BRANCH - LOWER MAINLAND	

Before the Employment Standards Branch takes any action on your complaint, you must complete the SELF-HELP KIT. It is available from any Employment Standards Office and on the Internet at www.labour.gov.bc.ca/esb. Except under very unusual circumstances, the Branch will not process complaints unless the SELF-HELP KIT has been used.

Please indicate which statement applies before continuing.

- ☐ I have used the Employment Standards self-help kit and the problem has not been resolved.
- ☒ I have been advised by the Employment Standards Branch not to use the self-help kit for the following reason:
I have not sent the self-help kit
- ☒ I am within one month of the six-month time limit for filing an employment standards complaint. If I do not contact the Employment Standards Branch within 30 days to confirm I have used the self-help kit, the Director of Employment Standards will consider my complaint withdrawn. I am aware that my complaint will not be reviewed during this time.

The information on this form is collected under the authority of the *Employment Standards Act*. The information provided will be used to process your complaint against an employer with respect to wages or any other matter you have specified. You must give us your complaint no later than six months after the end of your employment with this employer; or, if your complaint concerns sections 8, 10 or 11 of the Act, you must give us your complaint no later than six months after the date of the alleged contravention. Questions about the collection and use of this information, contact the Director of Employment Standards, PO Box 9570 Stn Prov Govt, Victoria BC V8W 9K1. Telephone: 1-800-663-3316

PLEASE PRINT CLEARLY - COMPLETE BOTH PAGES

SECTION A: INFORMATION ABOUT YOUR EMPLOYER			
Name of Employer (name of company or business): <i>0864617 BC LTD - DBA Balmoral Pub</i>			
Street address of employer: s.22		City/town and province:	Postal Code:
Mailing address of employer: <i>159 E Hastings St</i>		City/town and province: <i>Vancouver</i>	Postal Code: <i>V6A 1K2</i>
Telephone number: <i>604 681 8233</i>		Type of Business: <i>Hotel Pub-bar</i>	
Employer's Email address: s.22			
Name of your supervisor: <i>Riff Manji</i>		Name and phone number of owner: <i>Riff Manji 778 384 2274</i>	
Address of place where you worked if different from above:			Is your employer bankrupt or in receivership? <input type="checkbox"/> YES <input checked="" type="checkbox"/> NO
Is your employer still in business? <input checked="" type="checkbox"/> YES <input type="checkbox"/> NO		If NO, when did your employer go out of business?	
Employer's bank: <i>T.D.</i>		Employer's bank branch:	
SECTION B: INFORMATION ABOUT YOU			
Your last name: s.22		Your first or given name: s.22	Middle Initial(s)
Your mailing address: s.22		City/town:	Postal Code:
Your phone number: s.22		Cellular or alternate phone number:	
Are you under the age of 19: <input type="checkbox"/> YES <input checked="" type="checkbox"/> NO		Email address: s.22	
Are you covered by a collective agreement (union contract)?		<input type="checkbox"/> YES <input checked="" type="checkbox"/> NO	
Union's Name:			

SECTION C: YOUR WORK HISTORY WITH THIS EMPLOYER

Your job title: s.22 Date you started work for this employer: Last day you worked for this employer:

Your rate of pay: 19.00 per hr ☐ Still employed ☐ Quit ☐ Other* ☒ Fired ☐ Laid off *Please explain below.

Are your hours of work regular? ☒ YES ☐ NO Hours worked per day: 4-8 Number of days worked per week: 4-6 Total hours per week: 35-45

How often were you paid? ☐ Daily ☐ Weekly ☒ Every two weeks ☐ Twice a month ☐ Other:

Do you have a record of the hours worked for this employer that are relevant to your claim?
☒ YES ☐ NO If YES, attach records to this form.
 Attach a photocopy of your pay cheque, pay statements, Record of Employment, if available.

WHAT DO YOU BELIEVE YOU ARE OWED?

	DATE	DATE	ESTIMATED AMOUNTS
<input type="checkbox"/> Regular Wages	From <u>Dec 7-14</u>	To <u>Dec 31-14</u>	<u>265 hrs</u> 341.5 Total OT hours
<input checked="" type="checkbox"/> Overtime	From <u>Jan 16-19</u>	To <u>Jan 31-14</u>	<u>6 hrs</u> 327.75
<input type="checkbox"/> Annual Vacation Pay	From	To	
<input checked="" type="checkbox"/> Statutory Holiday Pay	Specify Dates: <u>Christmas + New Years</u>		304.00
<input type="checkbox"/> Deductions from wages	Specify Dates:		
<input type="checkbox"/> NSF Cheques (Attach original, or copies if available)			
<input type="checkbox"/> Pregnancy/Parental/or Other Leave			
<input type="checkbox"/> Compensation for Length of Service (sometimes called Termination Pay)			
<input checked="" type="checkbox"/> Other (Specify): <u>receipts for items I was asked to buy for Pub</u>			<u>1687.22</u>
<u>Several power tools withheld</u>			
<u>Saws, garden drill etc hand tools</u>			
ESTIMATED TOTAL			<u>600.00</u>

SECTION D: DETAILS OF YOUR COMPLAINT: (Please note this part of the form may be made available to your employer.)

I have repeatedly tried for months to recover the money that's owed to me for items that I was asked to purchase for the business, also to recover the several tools that are being withheld from me, and finally to be paid for overtime and stat holidays as set out by the labor standards act.

use additional pages if necessary

Please Note: In order to process your complaint as quickly as possible, attach all available information relating to your claim - i.e. copies of your cheque stubs, daily time records, and your Record of Employment. For us to contact you for information, investigate your complaint, or pay money that we may collect for you, it is important that you tell us about any changes in your mailing address or telephone number. You should also be aware that, once a decision has been made and a determination issued regarding your complaint, no further action may be taken by you to enforce your claim without the written consent of the Director of Employment Standards.

Do you consent to your contact information being disclosed to your employer? ☒ YES ☐ NO

I, s.22 Print Name s.22 certify that all information I am providing is true and correct to the best of my knowledge, and I s.22 an investigation, mediation or adjudication.

Sept 1-2015
Date

Page 094 to/à Page 099

Withheld pursuant to/removed as

DUPLICATE

Harris, Jo-Ann P LBR:EX

Subject: MED: Kirby Smith / ER 005-346 0864617 B.C. Ltd. coba BALMORAL PUB, EE^{s.22}
s.22 (all in person)

Location: LBR R R2 ESB Burnaby LBR:EX; LBR R R4 ESB Burnaby LBR:EX

Start: Tue 2015-10-20 9:30 AM

End: Tue 2015-10-20 12:30 PM

Recurrence: (none)

Meeting Status: Meeting organizer

Organizer: LBR ESB Office Calendar Richmond LBR:EX

Required Attendees: Dhillon, Arshdeep LBR:EX; Harris, Jo-Ann P LBR:EX

Resources: LBR R R2 ESB Burnaby LBR:EX; LBR R R4 ESB Burnaby LBR:EX

EE: s.22
s.22

ER: RIFFAT MANJI-Director
604-681-8233 / 778-384-2274
s.22

Harris, Jo-Ann P LBR:EX

Subject: Tentative ADJ / ER 005-346 0864617 B.C. Ltd. coba BALMORAL PUB, EE s.22
/ jph (all in person) (MED: OCT 20, 2015)

Start: Tue 2015-12-01 12:00 AM
End: Wed 2015-12-02 12:00 AM
Show Time As: Free

Recurrence: (none)

Organizer: LBR ESB Office Calendar Richmond LBR:EX

s.22

ER: RIFFAT MANJI-Director
604-681-8733 / 778-384-2274
s.22

MED: OCT 20, 2015



Notice of Mediation Session

September 24, 2015

ER#005-346

To:	0864617 B.C. LTD. carrying on business as BALMORAL PUB 159 E HASTINGS ST VANCOUVER, BC V6A 1N6	s.22
-----	---	------

by ^{s.22} **In the matter of a complaint under the *Employment Standards Act***
against 0864617 B.C. LTD. carrying on business as BALMORAL
PUB

The Director of Employment Standards provides mediation services in an effort to assist the parties to resolve alleged contraventions of the *Employment Standards Act*. The Director has appointed a mediator to meet with the parties as follows:

DATE: TUESDAY, OCTOBER 20, 2015
TIME: 9:30am – 12:30pm
PLACE: 250–4600 JACOMBS ROAD, RICHMOND, BC V6V 3B1

Mediation provides an opportunity for the parties to discuss their issues in a neutral environment and come to a resolution acceptable to both of them. For additional information, please refer to the Employment Standards Mediation factsheet attached.

You may send any documents that will help to resolve the issues in dispute, such as payroll records or pay stubs, calendars, time sheets, letters etc. These documents will be made available to the other party and the mediator at the time of mediation. In the event the mediation does not result in a resolution, any documents produced will become part of the record.

If the complaint is not resolved at mediation, a Complaint Hearing will take place on **December 1, 2015** at 9:00 a.m. A Notice of Complaint Hearing and information about the complaint hearing process will be sent to the parties if required.


Jo-Anne Harris for **ARSHDEEP DHILLON**
Delegate of the Director of Employment Standards
Arshdeep.Dhillon@gov.bc.ca
604-664-7844

Harris, Jo-Ann P LBR:EX

From: Harris, Jo-Ann P LBR:EX
Sent: Thursday, September 24, 2015 5:13 PM
To: s.22
Subject: MEDIATION: ER 005-346 0864617 B.C. Ltd. cobra BALMORAL PUB, EE s.22
Attachments: restaurant_employees.pdf; manager.pdf; termination.pdf; just-cause.pdf; paying-wages.pdf; deductions_wage.pdf; annual-vacation.pdf; hours_overtime.pdf; averaging-agreements.pdf; statutory-holidays.pdf; 13-16_stats.pdf; keepingrecords.pdf; complaint-resolution.pdf; guide to ESA.PDF; Quick Ref Guide-For ERs - highlights.pdf; mediation.pdf; RICHMOND-ESB Map - Driving-Parking Instructions.pdf; Complaint Form - ER 005-346 0864617 B.C. Ltd. cobra BALMORAL PUB, EE s.22 .pdf; adjudication.pdf; Witness.pdf; MED letter - ER 005-346 0864617 B.C. Ltd. cobra BALMORAL PUB, EE s.22 .pdf

Importance: High

Good day s.22 ..

Your decision not to accept the employer's offer of \$938.00 means that your complaint has not been resolved with the education provided. As such it has been referred to Mediation, where both parties are asked to bring anything they think will be helpful to resolve the dispute, such as payroll info, records of hours worked and wages paid, and documentation of disciplinary actions. An **Employment Standards Officer** of the Branch conducts the mediation, which is an informal and ½ day in person meeting between the Employer & Complainant. It is helpful if the person attending on behalf of the employer has signing authority for the company. If the parties resolve their dispute in mediation, the officer will help them draft a "**Settlement Agreement**" that both the Employer & Complainant will sign. This agreement is binding on both parties. If it is not honoured, it can be filed in Supreme Court & enforced. Even if mediation does not resolve the dispute, it may help clarify the issues, understand each other's point of view, and identify what facts are agreed upon, and what issues remain in dispute.

With regards to the educated Employment Standards complaint/request, the following mediation date has been set up.

Mediation In Person:

DATE: TUESDAY, OCTOBER 20, 2015

TIME: 9:30am – 12:30pm

PLACE: 250-4600 JACOMBS ROAD, RICHMOND, BC V6V 3B1

With ARSHDEEP DHILLON

Delegate of the Director of Employment Standards

Arshdeep.Dhillon@gov.bc.ca

604-664-7844

For mediation inquiries please contact the above Officer.

In addition to this notification, attached are the Employment Standards Mediation Factsheet and Office location maps. Be sure to notify of any contact changes.

s.22

If the complaint is not resolved at mediation, a Complaint Hearing will take place on **December 1, 2015 at 9:00AM**. A notice of Complaint Hearing and information about the Complaint Hearing Process will be sent to the parties if required.

Mediations: require 1-3 hours and are informal, without prejudice and no decision is made.

Adjudications: require a full day, are formal and a decision is made regarding the issue(s), and possible penalties could be incurred (\$500.00 for each contravention of the Act, if wages are found to be owed).

The Employment Standards Factsheets: **Mediation, Adjudication and Witness** have been attached for your review.

Employers and employees are encouraged to resolve disputes themselves. **If a decision to resolve this matter is made, prior to the set mediation date, please contact me.** Upon confirming the other party's agreement with the resolution, the mediation can be cancelled and arrangements made for payment pickup from the Richmond Employment Standards office.

Our office hours are Monday to Friday 8:30am–4:30pm and hearing from you will assist with the administration of this file. I can be reached directly via an e-mail response JoAnn.Harris@gov.bc.ca or at **604-713-0423**.

Jo Ann Harris

Employment Standards Branch
Ministry of Jobs, Tourism and Skills Training and Minister Responsible for Labour
250 – 4600 Jacombs Road, Richmond, BC V6V 3B1
Tel: (604) 713-0423
Fax: (604) 713-0450

ESR Section 1 - Definitions -- Manager

<http://www.labour.gov.bc.ca/esb/igm/esr-part-1/esr-s1-manager.htm>

ESR Section 34 - Exclusions from hours of work and overtime requirements

<http://www.labour.gov.bc.ca/esb/igm/esr-part-7/esr-s34.htm>

ESR Section 36 - Exclusion from statutory holiday pay requirements

<http://www.labour.gov.bc.ca/esb/igm/esr-part-7/esr-s36.htm>

ESA Section 40 - Overtime wages for employees not working under an averaging agreement

<http://www.labour.gov.bc.ca/esb/igm/esa-part-4/igm-esa-s-40.htm>

ESA Section 126 - Evidence and burden of proof

<http://www.labour.gov.bc.ca/esb/igm/esa-part-14/igm-esa-s126.htm>

ESA Section 1 - Definitions - Work

<http://www.labour.gov.bc.ca/esb/igm/esa-part-1/igm-esa-s1-work.htm>

ESA Section 1 - Definitions -- Wages

<https://www.labour.gov.bc.ca/esb/igm/esa-part-1/igm-esa-s1-wages.htm>

ESA Section 32 - Meal breaks

<http://www.labour.gov.bc.ca/esb/igm/esa-part-4/igm-esa-s-32.htm>

ESA Section 63 - Liability resulting from length of service

<http://www.labour.gov.bc.ca/esb/igm/esa-part-8/igm-esa-s-63.htm>

Harris, Jo-Ann P LBR:EX

From: Harris, Jo-Ann P LBR:EX
Sent: Thursday, September 24, 2015 5:14 PM
To: s.22
Subject: MEDIATION: ER 005-346 0864617 B.C. Ltd. cobra BALMORAL PUB, EE s.22
Attachments: restaurant_employees.pdf; manager.pdf; termination.pdf; just-cause.pdf; paying-wages.pdf; deductions_wage.pdf; annual-vacation.pdf; hours_overtime.pdf; averaging-agreements.pdf; statutory-holidays.pdf; 13-16_stats.pdf; keepingrecords.pdf; complaint-resolution.pdf; guide to ESA.pdf; Quick Ref Guide-For ERs - highlights.pdf; mediation.pdf; RICHMOND-ESB Map - Driving-Parking Instructions.pdf; Complaint Form - ER 005-346 0864617 B.C. Ltd. cobra BALMORAL PUB, EE s.22 .pdf; adjudication.pdf; enforcement & penalties.pdf; Witness.pdf; MED letter - ER 005-346 0864617 B.C. Ltd. cobra BALMORAL PUB, EE s.22pdf

Importance: High

Good day RIFFAT MANJI-Director...

s.22 has decided not to accept your offer of \$938.00. As such, his complaint has not been resolved with the education provided. It has been referred to Mediation, where both parties are asked to bring anything they think will be helpful to resolve the dispute, such as payroll info, records of hours worked and wages paid, and documentation of disciplinary actions. An **Employment Standards Officer** of the Branch conducts the mediation, which is an informal and ½ day in person meeting between the Employer & Complainant. It is helpful if the person attending on behalf of the employer has signing authority for the company. If the parties resolve their dispute in mediation, the officer will help them draft a "**Settlement Agreement**" that both the Employer & Complainant will sign. This agreement is binding on both parties. If it is not honoured, it can be filed in Supreme Court & enforced. Even if mediation does not resolve the dispute, it may help clarify the issues, understand each other's point of view, and identify what facts are agreed upon, and what issues remain in dispute.

With regards to the educated Employment Standards complaint/request, the following mediation date has been set up.

Mediation In Person:

DATE: TUESDAY, OCTOBER 20, 2015

TIME: 9:30am – 12:30pm

PLACE: 250-4600 JACOMBS ROAD, RICHMOND, BC V6V 3B1

With ARSHDEEP DHILLON

Delegate of the Director of Employment Standards

Arshdeep.Dhillon@gov.bc.ca

604-664-7844

For mediation inquiries please contact the above Officer.

In addition to this notification, attached are the Employment Standards Mediation Factsheet and Office location maps. Be sure to notify of any contact changes.

0864617 B.C. Ltd. cobra BALMORAL PUB s.22	0864617 B.C. Ltd. cobra BALMORAL PUB s.22
BALMORAL PUB	

159 EAST HASTINGS STREET
VANCOUVER, BC V6A 1K2
ATTN: RIFFAT MANJI

If the complaint is not resolved at mediation, a Complaint Hearing will take place on **December 1, 2015 at 9:00AM**. A notice of Complaint Hearing and information about the Complaint Hearing Process will be sent to the parties if required.

Mediations: require 1-3 hours and are informal, without prejudice and no decision is made.

Adjudications: require a full day, are formal and a decision is made regarding the issue(s), and possible penalties could be incurred (\$500.00 for each contravention of the Act, if wages are found to be owed).

The Employment Standards Factsheets: **Mediation, Adjudication, Enforcement and Penalties and Witness** have been attached for your review.

Employers and employees are encouraged to resolve disputes themselves. **If a decision to resolve this matter is made, prior to the set mediation date, please contact me.** Upon confirming the other party's agreement with the resolution, **the mediation can be cancelled** and arrangements made for payment pickup from the Richmond Employment Standards office.

Our office hours are Monday to Friday 8:30am–4:30pm and hearing from you will assist with the administration of this file. I can be reached directly via an e-mail response JoAnn.Harris@gov.bc.ca or at **604-713-0423**.

Jo Ann Harris

Employment Standards Branch
Ministry of Jobs, Tourism and Skills Training and Minister Responsible for Labour
250 – 4600 Jacombs Road, Richmond, BC V6V 3B1
Tel: (604) 713-0423
Fax: (604) 713-0450

ESR Section 1 - Definitions – Manager

<http://www.labour.gov.bc.ca/esb/igm/esr-part-1/esr-s1-manager.htm>

ESR Section 34 - Exclusions from hours of work and overtime requirements

<http://www.labour.gov.bc.ca/esb/igm/esr-part-7/esr-s34.htm>

ESR Section 36 - Exclusion from statutory holiday pay requirements

<http://www.labour.gov.bc.ca/esb/igm/esr-part-7/esr-s36.htm>

ESA Section 40 - Overtime wages for employees not working under an averaging agreement

<http://www.labour.gov.bc.ca/esb/igm/esa-part-4/igm-esa-s-40.htm>

ESA Section 126 - Evidence and burden of proof

<http://www.labour.gov.bc.ca/esb/igm/esa-part-14/igm-esa-s126.htm>

ESA Section 1 - Definitions - Work

<http://www.labour.gov.bc.ca/esb/igm/esa-part-1/igm-esa-s1-work.htm>

ESA Section 1 - Definitions – Wages

<https://www.labour.gov.bc.ca/esb/igm/esa-part-1/igm-esa-s1-wages.htm>

ESA Section 32 - Meal breaks

<http://www.labour.gov.bc.ca/esb/igm/esa-part-4/igm-esa-s-32.htm>

ESA Section 63 - Liability resulting from length of service

<http://www.labour.gov.bc.ca/esb/igm/esa-part-8/igm-esa-s-63.htm>

Siefken, Lila LBR:EX

From: s.22
Sent: Friday, September 4, 2015 2:24 PM
To: Siefken, Lila LBR:EX
Subject: Re: Employment Standards Branch

Hello Lila,

Thank you for your prompt reply,.

I have indeed hand delivered the self help kit to my former employer, I delivered it with in the same hour as dropping off my complaint form with your office,

My former employer has since sent me an email message requesting to discuss my outstanding payments,.

I have spoken with my former employer

(Riff Manji) and have been told that I can come to pick up my tools and other personal property , on wed sept 9, at 2pm, When I asked about outstanding wages and reimbursement for receipts accumulated towards her business, Her answer was that she didn't think she owed me anything,

Please contact me at ^{s.22} to help inform me as to how to proceed at this point.

Kind regards

s.22

s.22

On Sep 4, 2015, at 1:34 PM, Siefken, Lila LBR:EX <Lila.Siefken@gov.bc.ca> wrote:

Please confirm that you have sent the Self Help Kit to your former employer.

Attached is an electronic Form.

Await your reply

Lila

Lila J Siefken, Field Office Clerk
Employment Standards Branch
Ministry of Jobs, Tourism and Skills Training
and Minister Responsible for Labour
250-4600 Jacombs Road
Richmond, BC V6V 3B1
lila.siefken@gov.bc.ca
Phone (Direct): (604) 713-0473
Fax: (604) 713-0450
Toll Free: 1-800-663-3316
<http://www.labour.gov.bc.ca/esb>

This email transmission is confidential and intended only for the use of the individual to whom it is addressed. If you have received this email transmission in error, please contact me immediately. If the reader of this message is not the intended recipient, you are hereby notified that any dissemination, distribution, or copying of this communication is strictly prohibited.

<self_help_kit.pdf>

Page 108 to/à Page 109

Withheld pursuant to/removed as

s.3

page 110 of 313 LBR-2017-72863

Christmas

no frills

Lower food prices

RON'S NOFRILLS
30 EAST HASTINGS
VANCOUVER, BC

-----TRANSACTION RECORD-----
IBAL PAYMENTS MERCHANT # 5571412
don s NF Vancouver
0 East Hastings Street
Vancouver BC
RE 03975 TERM Z0397502C
P # 50900 REG 2
RETAIN THIS COPY FOR YOUR RECORDS
Purchase **
D # EXP **/**
AUTH # RESP
2000000000 ISO
TIME AMOUNT
13:31:04 \$ 47.89
COMPLETED

CURRENCY
48230 100% BR STUFF SAGE RJ 0.97
005849610000 UB STUFF TKY RJ
3 @ \$0.97 2.91
005849613101 UB STUFF CNTRY RJ
6 @ \$0.97 5.82
T
48230 COOKS PRTN HAMS RJ 19.49
48230 COOKS PRTN HAMS RJ 18.48
E
19 PLASTIC BAGS GPRJ 0.20
1 @ \$0.05 0.20
3TOTAL 47.87
GST 5% 0.20 @ 5.000% 0.01
PST 7% 0.20 @ 7.000% 0.01
TOTAL 47.89
CASH 50.00
CHANGED 0.01
CHANGE DUE (47.90)
2.10

GST # 02106-0571 RT0001

VISIT US AT WWW.NOFRILLS.CA
Like us on Facebook:
www.facebook.com/nofrillsca
Join us on Twitter: @nofrillsca

YOU FOR SHOPPING
1 WATKINS 1-604-253-3349
121060571RT0001
You, Come Again!
YOUR PCF CARD**
LECT POINTS!!
EN HERE FOR FREE GROCERIES**
2/23
201

TELL US HOW WE DID TODAY!
ONLY CHANCES TO WIN \$5000
VISIT WWW.STOREOPINION.CA
OR CALL 1-877-234-2322
CUSTOMER SERVICE DESK FOR FULL
EST RULES OR WWW.STOREOPINION.CA
STORE: 03975
122314 133102-509 03975

13:31
02 0509

RONA Home & Garden
2727 East 12th Ave
Vancouver, BC
(604)253-2822

ITEM QTY PRICE TOTAL
777123600607 30 1.14 LF
FIR CLEAR S4S 1X2 LF 34.20PG

Subtotal: \$34.20
PST: \$2.39
GST/HST: \$1.71
Total: \$38.30
Debit Card \$38.30
Acct# s.22
Auth# 183225
Acct Type: CHEQUING

Employee: NADEEM

RONA inc.
GST/HST # 103039624

Exchange or Refund on any product in
its original packaging within 90
days of purchase with receipt.
Some exceptions may apply.

Interested in a career with RONA?
Apply on-line at www.careers.rona.ca

7986 176 25 15 1/19/15 14:22

YOU COULD WIN
\$1,000 in RONA gift cards!

To participate, answer a short survey on
www.opinion.rona.ca

Access code: E1J6176001AYRK

Last day to fill out the survey:
January 29, 2015



X781840157986

RONA Home & Garden
2727 East 12th Ave
Vancouver, BC
(604)253-2822

ITEM QTY PRICE TOTAL
522412201686 1 6.53 BX
SCR WOOD FR #6X1 1/2(1H)297595 6
402004002712 1 10.45 EA
REFLECTOR HALO. 50W MR16 GU10 10
ECO Fee 0
402004002712 1 10.45 EA
REFLECTOR HALO. 50W MR16 GU10 10
ECO Fee 0
305497196621 1 22.95 EA
4AT BAT STEEL GREY 24X40" 22
5944589 314 1 27.95 EA
41ROR DOOR BLACK 14.5X53"OSD 27

Subtotal: \$78.
PST: \$5
GST/HST: \$3.
Total: \$88.
Debit Card \$88.
Acct# s.22
Auth# 177143
Acct Type: CHEQUING

Employee: NADEEM

RONA inc.
GST/HST # 103039624

Exchange or Refund on any product
its original packaging within 90
days of purchase with receipt.
Some exceptions may apply.

Interested in a career with RONA?
Apply on-line at www.careers.rona.ca

7993 176 25 15 1/19/15 1

YOU COULD WIN
\$1,000 in RONA gift cards!

To participate, answer a short survey
www.opinion.rona.ca

Access code: E1J617602KNM5R

Last day to fill out the survey:
January 29, 2015



X781840157993

PARAGON FOOD EQUIPMENT
760 EAST HASTINGS ST
VANCOUVER BC

s.22

CARD
CARD TYPE INTERAC
ACCOUNT TYPE CHEQUING
DATE 2014/12/23
TIME 0700 13:39:29
RECEIPT NUMBER
C84096720-001-119-012-0

PURCHASE
TOTAL

\$210.74

Interac
A0000002771010
66F96E8EF0EC1E00
0080008000-E800
AE8E491672E82811
0080008000-F800

APPROVED

AUTH# 178770 00-001
THANK YOU

CARDHOLDER COPY

\$210.74

\$210.74

760 E. Hastings St., Vancouver, BC V6A 1R5
Tel 604-255-9991 Fax 604-251-3372
www.paragondirect.ca info@paragondirect.ca

*Chaffin Dishes for
Bucket*

Invoice

00150467

Dec 23. 2014

13:37



Page:1/1

Acct: AAAAAA

PO:

Phone: - -

OUR PATRONAGE

Sales Rep: DR			Clerk: DR		
	QTY	UNIT	PRICE	YOUR PRICE	TOTAL
	4	EA	50.00	\$39.99	\$159.96
	16	EA	1.50	\$1.43	\$22.88
	4	EA	1.40	\$1.33	\$5.32
Subtotal					\$188.16
GST-HST					\$9.41
PST					\$13.17
TOTAL					\$210.74

wholesale club

EVERYTHING FOOD SERVICE
www.wholesaleclub.ca
INVOICE #: 0672502311243997

WHOLESALE CUSTOMER
Account #: 100

Tobacco Tax # :
PST # :
Payment Due : 0 Days

GROCERY

06038398572	PC MAYO	RJ	4.99
(2) 06420011382	CATELLI MAC ROY	RJ	
2 @ \$2.49			4.98
(2) 77528414011	RIPPLE	GRJ	
2 @ \$0.87			1.74
(2) 77528414013	FB SR CRM ONION	GRJ	
2 @ \$0.87			1.74
05995012490	IMPERIAL MAR	RJ	
\$4.67 ea or 3/\$13.41 KB			
1 @ \$4.67 ea			4.67

BAKERY

06340002012	TEXAS TOAST	RJ	
\$3.47 ea or 3/\$8.91 KB			
1 @ \$3.47 ea			3.47
06340002511	WHEAT BREAD	RJ	
\$3.47 ea or 3/\$8.91 KB			
1 @ \$3.47 ea			3.47

PRODUCE

4065	PEPPER GREEN SWT	RJ	
0.160 kg @ \$2.80/kg			0.45
4688	RED PEPPERS	RJ	
0.160 kg @ \$7.65/kg			1.22
06038386584	CARROT BBY 2LB	RJ	2.47

HOME

06550602113	SPOON SRV SLOT 1	GRJ	
\$1.77 ea or 3/\$4.71 KB			
2 @ \$1.77 ea			3.54
(2) 05870322348	EE 9L SHOE BOX	GRJ	
2 @ \$3.99			7.98
(2) 9	PLASTIC BAGS	GRJ	
2 @ \$0.05			0.10

SUBTOTAL 40.82

SAFeway

Safeway Royal Oak
5235 Kingsway, Burnaby BC
Phone 604.438.0838
GST# 817093735

Served by: Rehena A

Cylinder W/Propane	\$67.99 BC
SUBTOTAL	\$67.99
5% GST	\$3.40
7% PST	\$4.76
TOTAL	\$76.15
Debit	TENDER \$76.15
Cash	CHANGE \$0.00

NUMBER OF ITEMS: 1

Reward Miles you could have earned
with an AIR MILES Collector Card: 3

MERCHANT ID 040080040123 INSERTED
CLIENT ID 9803 RECEIPT# 8150000
TERMINAL ID 006 TRACE# 00039357
** PURCHASE ** \$76.15
DEBIT # s.22
ACCOUNT Chequing RESP 000
DATE 01/04/2015 TIME 15:24:48
AUTH # 198189 REF # 00000047
APPL. Interac
AID A0000002771010
TVR 0080008000 TSI F800

APPROVED

BY ENTERING A VERIFIED PIN, CARDHOLDER
AGREES TO PAY ISSUER SUCH TOTAL IN
ACCORDANCE WITH ISSUER'S AGREEMENT WITH
CARDHOLDER

Term	Tran	Store	Oper	01/04/15
06	8150	4954	143	15:24:53

Thanks for shopping
Come Again Soon

How was your shopping experience?
Please share your thoughts online.
safewaycanada.survey.marketforce.com

You Have Earned

6 Stamp(s)

in the Milling Promotion

Birthday for s.22
Coke T&T Supermarket

ChinaTown
179 Keefer Place, Vancouver, B.C., V6B 6C1
Ph: (604) 899-8036 / GST# 135747137RT

01/21/15 4:45:34 PM

FOOD	\$0.99 @
CANDY STRIP CANDIE-YELLOW	\$24.00
GIN COFFEE BUTTER CREAM CAKE	

SUB TOTAL	\$24.99
GST	\$0.05

TOTAL	\$25.04
Debit Card	\$25.04

Item count: 2
01/21/15 4:45:34 PM
Trans: 88898
Terminal: 040100704-003009

T&T SUPERMARKET #003
110-181 KEEFER PLACE
VANCOUVER, BC V6B 6C1
(604) 899-8836
Purchase

NID: 5532192
TID: 1532192
Batch #: 211
01/21/15
APPR. CODE: 214138
Cash/Channing

s.22
Total \$25.04

00 APPROVED 214138 001

Interac
AID: A0000002771010
TVR: 0080008000
TSI: F800

Thank You/Merci
Please Come Again
CUSTOMER COPY

Trans: 88898 Terminal: 040100704-003009

\$5,000 抽奖等你来拿!
网上网下参与调查
TELL US HOW WE DID TODAY!
MONTHLY CHANCES TO WIN \$5000
VISIT WWW.STOREOPINION.CA OR
CALL 1-877-234-2322 FOR FULL CONTEST RULES.
STORE: 10603
CODE: 012115 154608 8898 10003

FULL DETAILS ON T&T SUPERMARKET'S REFUND POLICY ARE
AVAILABLE AT IN-STORE.

T&T Customer Service Line: 1-866-888-5678

Christmas Turkey

SAFEWAY

Safeway McBride
800 McBride Blvd New Westminster BC
Phone: 604.524.4418
GST# 817093735

Served by: 500 21

Turkey Grade A 280/5100000	\$12.26	C
Turkey Grade A 280/5100000	\$12.26	C
SUBTOTAL	\$24.59	
TOTAL TAX	\$0.00	
TOTAL	\$24.59	
Cash	TENDER \$40.00	
Rounding	TENDER -\$0.01	
Cash	CHANGE \$15.40	
NUMBER OF ITEMS	2	

Reward Miles you could have earned
with an AIR MILES Collector Card: 1

Term	Iran	Store	Oper	12/22/14
21	2242	4917	121	10:48:13

Thank you for shopping
Come Again Soon

How was your shopping experience?
Please share your thoughts online.
safewaycanada.survey.marketforce.com

You Have Earned
2 Stamp(s)
in the Zwilling Promotion

Christmas

nofrills.

Lower food prices

GORDON'S NOFRILLS
1460 EAST HASTINGS
VANCOUVER, BC

-----TRANSACTION RECORD-----
GLOBAL PAYMENTS MERCHANT # 5571412
Gordon's NF Vancouver
1460 East Hastings Street
Vancouver BC
STORE 03975 TERM Z0397502C
SLIP # 50900 REG 2
RETAIN THIS COPY FOR YOUR RECORDS
** Purchase **
CARD # EXP **/**
REF # AUTH # RESP
000000000000 ISO
DATE TIME AMOUNT
12/23/2014 13:31:04 \$ 47.89
COMPLETED

GROCERY

0584961300	UB STUFF SAGE	RJ	0.97
(3)0584961300	UB STUFF TKY	RJ	
3 @ \$0.97			2.91
(6)05849613101	UB STUFF CNTRY	RJ	
6 @ \$0.97			5.82

MEAT

2148230	COOKS PRTN HAMS	RJ	19.49
2148230	COOKS PRTN HAMS	RJ	18.48

HOME

(4)9	PLASTIC BAGS	GPRJ	
4 @ \$0.05			0.20

SUBTOTAL 47.87

G-GST 5%	0.20 @ 5.000%	0.01
P-PST 7%	0.20 @ 7.000%	0.01

TOTAL 47.89

CASH	50.00
ROUNDED 0.01	(47.90)
CHANGE DUE	2.10

GST # 82106-0571 AT0001

VISIT US AT WWW.NOFRILLS.CA
Like us on Facebook:
www.facebook.com/nofrillsca
Follow us on Twitter: @nofrillsca

Christmas Food

wholesale club

EVERYTHING FOOD SERVICE
www.wholesaleclub.ca
INVOICE #: 6572503241241450

WHOLESALE CUSTOMER
Account #: 100

() -
Tobacco Tax # :
PST # :
Payment Due : 0 Days

GROCERY

06038378125	NN LIQUID HONEY	RJ	7.49
(3)06038378125	NN MIXED VEG CP	RJ	
3 @ \$3.99			11.97

HOME

05735145932	STEAM PAN 20X12-	GPRJ	
\$8.99 ea or 2/s16.58 KB			
1 @ \$8.99 ea			8.99

SUBTOTAL 28.45

G-GST 5%	8.99 @ 5.000%	0.45
P-PST 7%	8.99 @ 7.000%	0.63

TOTAL 29.53

Number of Items: 5

-----TRANSACTION RECORD-----
GLOBAL PAYMENTS MERCHANT # 4778197
Wholesale Club
5335 Kingsway
Burnaby BC
STORE 05725 TERM Z0672503
SLIP # 145800 REG 3
RETAIN THIS COPY FOR YOUR RECORDS
** Purchase **
Chequing
CARD s.22 EXP **/**
Interac
REF # AUTH # RESP 001
175001001057 158961 ISO 00
AID: A0000002771010
TSI F800 TUR 0080008000
DATE TIME AMOUNT
12/24/2014 13:25:48 \$ 29.53
APPROVED

DEBIT TND

Wholesale club

EVERYTHING FOOD SERVICE
www.wholesaleclub.ca
PHONE #: 0672502301243284

CASH SALES

Account #: 101

Tobacco Tax #:

FST #:

Payment Due: 0 Days

GROCERY

06038398530 PC BLE CHSE DRSG RJ 2.29
(2) 06038398995 NN YELLOW PREPAR RJ
2 @ \$0.99 1.98
06038364271 NN CP NAPKIN GPRJ
\$4.49 ea or 2/\$8.98 KB
1 @ \$4.49 ea 4.49

BAKERY

06340002012 TEXAS TOAST RJ
\$3.47 ea or 3/\$8.91 KB
3 @ 3/\$8.91 8.91
06340002511 WHEAT BREAD RJ
\$3.47 ea or 3/\$8.91 KB
1 @ \$3.47 ea 3.47

HOME

02823870596 SLICER CHEESE GPRJ
\$9.97 ea or 3/\$23.91 KB
1 @ \$9.97 ea 9.97
06038367575 NN SM RECT GPRJ
\$2.77 ea or 4/\$7.96 KB
1 @ \$2.77 ea 2.77
66555080310 TONG ICE 7.25 CL GPRJ
\$2.99 ea or 4/\$9.96 KB
4 @ 4/\$9.96 9.96
02450202560 1 OZ PORTION CUP GPRJ
\$3.39 ea or 3/\$8.97 KB
1 @ \$3.39 ea 3.39
06038335795 NN PAPER PLATES GPRJ
\$7.49 ea or 4/\$23.96 KB
1 @ \$7.49 ea 7.49
06038370396 NN PLASTIC FORKS GPRJ
\$2.29 ea or 3/\$5.97 KB
2 @ \$2.29 ea 4.58

SUBTOTAL

59.30

Wood For Bar
cup Board Doors

RONA Home & Garden

2727 East 12th Ave

Vancouver, BC

(604)253-2822

ITEM	QTY	PRICE	TOTAL
857442000163	4	26.75 EA	
PLY SANDED 61S (6.2)1/4X4X8			107.00PG
51000414	12	1.00 EA	
CUT IS APPROX			12.00PG

Subtotal: \$119.00

PST: \$8.33

GST/HST: \$5.95

Total: \$133.28

Debit Card \$133.28

Acct# s.22

Auth# 179341

Acct Type: CHEQUING

Employee: NADEEM

RONA inc.
GST/HST # 103039624

Exchange or Refund on any product in
its original packaging within 90
days of purchase with receipt.
Some exceptions may apply.

Interested in a career with RONA?
Apply on-line at www.careers.rona.ca

6783 176 60 16 1/19/15 14:09

YOU COULD WIN

\$1,000 in RONA gift cards!

To participate, answer a short survey on
www.opinion.rona.ca

Wood For
cupboard door frames

RONA Home & Garden

2727 East 12th Ave

Vancouver, BC

(604)253-2822

ITEM	QTY	PRICE	TOTAL
777123600607	30	1.14 LF	
FIR CLEAR S4S 1X2 LF			34.20PG

Subtotal: \$34.20

PST: \$2.39

GST/HST: \$1.71

Total: \$38.30

Debit Card \$38.30

Acct# s.22

Auth# 183225

Acct Type: CHEQUING

Employee: NADEEM

RONA inc.
GST/HST # 103039624

Exchange or Refund on any product in
its original packaging within 90
days of purchase with receipt.
Some exceptions may apply.

Interested in a career with RONA?
Apply on-line at www.careers.rona.ca

7986 176 25 15 1/19/15 14:22

YOU COULD WIN

\$1,000 in RONA gift cards!

To participate, answer a short survey on
www.opinion.rona.ca

Access code: E1J6176001AYRK

Mirror for Back Bar front
Screws for Fixing Bar Doors

RONA Home & Garden

2727 East 12th Ave

Vancouver, BC

(604)253-2822

ITEM	QTY	PRICE	TOTAL
522412201686	1	6.53 BX	
SCR WOOD FH #6X1 1/2(1H)297E95			6.53PG
402004002712	1	10.49 EA	
REFLECTOR HALO, 50W MR16 GU10			10.49PG
ECO Fee			0.10PG
402004002712	1	10.49 EA	
REFLECTOR HALO, 50W MR16 GU10			10.49PG
ECO Fee			0.10PG
305497196621	1	22.95 EA	
MAT BAT STEEL GREY 24X40"			22.99PG
5944589 314	1	27.95 EA	
MIRROR DOOR BLACK 14.5X53"OSD			27.99PG

Subtotal: \$78.69

PST: \$5.51

GST/HST: \$3.93

Total: \$88.13

Debit Card \$88.13

Acct# s.22

Auth# 177143

Acct Type: CHEQUING

Employee: NADEEM

RONA inc.
GST/HST # 103039624

Exchange or Refund on any product in
its original packaging within 90
days of purchase with receipt.
Some exceptions may apply.

Interested in a career with RONA?

Apply on-line at www.careers.rona.ca page 116 of 313 LBR-2017-72863

INVOICE

DATE _____

Dec 18 - 20/4

TAX REG. NO.

SOLD TO s.22

ADDRESS

SHIP TO

ADDRESS	DATA
0000	00000000
0001	00000000
0002	00000000
0003	00000000
0004	00000000
0005	00000000
0006	00000000
0007	00000000
0008	00000000
0009	00000000
000A	00000000
000B	00000000
000C	00000000
000D	00000000
000E	00000000
000F	00000000
0010	00000000
0011	00000000
0012	00000000
0013	00000000
0014	00000000
0015	00000000
0016	00000000
0017	00000000
0018	00000000
0019	00000000
001A	00000000
001B	00000000
001C	00000000
001D	00000000
001E	00000000
001F	00000000
0020	00000000
0021	00000000
0022	00000000
0023	00000000
0024	00000000
0025	00000000
0026	00000000
0027	00000000
0028	00000000
0029	00000000
002A	00000000
002B	00000000
002C	00000000
002D	00000000
002E	00000000
002F	00000000
0030	00000000
0031	00000000
0032	00000000
0033	00000000
0034	00000000
0035	00000000
0036	00000000
0037	00000000
0038	00000000
0039	00000000
003A	00000000
003B	00000000
003C	00000000
003D	00000000
003E	00000000
003F	00000000
0040	00000000
0041	00000000
0042	00000000
0043	00000000
0044	00000000
0045	00000000
0046	00000000
0047	00000000
0048	00000000
0049	00000000
004A	00000000
004B	00000000
004C	00000000
004D	00000000
004E	00000000
004F	00000000
0050	00000000
0051	00000000
0052	00000000
0053	00000000
0054	00000000
0055	00000000
0056	00000000
0057	00000000
0058	00000000
0059	00000000
005A	00000000
005B	00000000
005C	00000000
005D	00000000
005E	00000000
005F	00000000
0060	00000000
0061	00000000
0062	00000000
0063	00000000
0064	00000000
0065	00000000
0066	00000000
0067	00000000
0068	00000000
0069	00000000
006A	00000000
006B	00000000
006C	00000000
006D	00000000
006E	00000000
006F	00000000
0070	00000000
0071	00000000
0072	00000000
0073	00000000
0074	00000000
0075	00000000
0076	00000000
0077	00000000
0078	00000000
0079	00000000
007A	00000000
007B	00000000
007C	00000000
007D	00000000
007E	00000000
007F	00000000
0080	00000000
0081	00000000
0082	00000000

CUSTOMER'S ORDER

SOLD BY	
---------	--

TERMS

FOB

VIA

[illegible]

~~page 117 of 313 FILED 2017 72863~~

Padlocks for Pub
Doors



More saving.
More doing.™

3950 HENNING DRIVE, BURNABY, B.C.
NADEEM ELAHI MANAGER (604)294-3030

7047 00009 57068 27/01/15 12:27 PM
CASHIER ELSA - ESL941

071649010873 Brass 4PK <A> 16.96

SUBTOTAL	16.96
GST/HST	0.85
PST/QST	1.19
TOTAL	\$19.00
CASH	20.00
CHANGE DUE	1.00



5% GST R135772911
7% BC PROV TAX
RETURN POLICY DEFINITIONS
POLICY ID DAYS POLICY EXPIRES ON
A 1 90 27/04/2015
THE HOME DEPOT RESERVES THE RIGHT TO
LIMIT / DENY RETURNS. PLEASE SEE THE
RETURN POLICY SIGN IN STORES FOR
DETAILS.

KEEP YOUR RECEIPT FOR FASTER RETURNS
SHOP ONLINE AT WWW.HOMEDEPOT.CA
More saving. More Doing.

ENTER FOR A CHANCE
TO WIN A \$3,000
HOME DEPOT GIFT
CARD!

Your Opinion Counts! We would like to
hear about your shopping experience.
Enter to win a \$3,000 Home Depot Gift
Card by completing a brief survey about
your store visit at:

www.homedepot.com/opinion

You will need the following to enter
on-line:

User ID:
H86 121472 114434

Ladder for Bar
intalk
painting
etc

CANADIAN TIRE STORE #603
7200 MARKET CROSSING BURNABY, B.C.
INQUIRIES? CALL (604) 451-5888
NO RECEIPT NO RETURN
GST REGISTRATION #133386169 RP0001
REG #:5 01/28/2015 13:01:09 TRANS #:92
OPERATOR #: 603022 Float: 001

061-1034-8 FBG STP LDDR 8' \$ 99.99
(SAVED \$ 70.00)
2X050-2807-0 @ \$ 7.990 ea.
FOAM FOOTBALL \$ 15.98

SUBTOTAL	\$ 115.97
GST 5%	\$ 5.80
PST 7%	\$ 8.12
TOTAL	\$ 129.89

DEBIT CARD s.22
CHIP CARD
APPROVAL #: 00 188789 001

DEBIT TEND	\$ 129.89
CHANGE	\$ 0.00
BASE CT MONEY	\$ 0.50

Register for a My CT 'Money' account.
Collect e-CT 'Money' to redeem at
Canadian Tire. Visit us online at
canadiantire.ca or download the
Canadian Tire Mobile App.

TODAY YOU SAVED
\$ 70.00
AT CANADIAN TIRE.

DEBIT CARD TRANSACTION RECORD

CANADIAN TIRE #603
7200 MARKET CROSSING
BURNABY BC
V5J 0A2

OPERATOR: 603022 REG #:5 TRANS #:92

TYPE: PURCHASE
ACCT: INTERAC CHEQUING

\$ 129.89

CARD NUMBER: s.22
CHIP CARD
2015/01/28 13:01:44
REFERENCE: 28269755 0010015730 C

H/D splitter Bar
for Big Screens
etc



Pick Up
#198

NCIX.com

great prices, service and selection
NETLINE COMPUTER INC. NCIX.com 5049 KINGSWAY
BURNABY, BC, V5H 3E7 TEL: 604-451-9682 FAX: 604-451-
2999 GST Registration #. R0655 1041

SOLD TO:	Invoice #	0011753 P
Jason Riley	Invoice Date:	01/31/15 13:06
	Term	000
	Ship via	Free Ship (Burnaby)
ST	Company	CAD #4
Tel: 604-980-1672	Send Rep	Kathryn S
Customer ID: 1000550035		

Ship TO:

Pick Up (Burnaby)

SKU	Qty	Price	Fee	Amount
99108	1	\$60.00	10.00	\$99.99

(D24)
HDMI splitter 1 In 3 Out 1.4 Input signal SPDIF to
Eight HDMI 1.4 Sink Devices (For 1080p) (HUB-
HDMI-SPLIT8)

Shipping	\$0.00
Environmental Fee	\$0.80
SUBTOTAL:	\$100.89
GST (5%)	\$5.04
PST (7%)	\$7.06
TOTAL: CAD	\$112.99
CASH Payment ultra 02015 13:47	\$112.99
BALANCE DUE:	\$0.00
CASH	\$115.00
CHANGE	\$2.00

How did we do?

If you have any questions or feedback
regarding your service today, please E-
Mail us at feedback@ncix.com

Want to contact your sales rep directly?
Email: kathryn.schwartzman@ncix.com

Tell us about your recent store visit for
your chance to

Win a \$100 NCIX Gift Card!

Share your experience with us here:



**More saving.
More doing.™**

3950 HENNING DRIVE, BURNABY, B.C.
NADEEM ELAHI MANAGER (604)294-3030

7047 00010 92493 28/01/15 03:00 PM
CASHIER BEULAH - BXA5879

051115036811 UVBLUE MTAPE <A>	4.72
SUBTOTAL 4.72	
GST/HST	0.24
PST/QST	0.33
TOTAL	\$5.29
CASH	5.25
ROUNDING AMOUNT	0.04



7047 10 92493 28/01/2015 9261

5% GST R135772911

7% BC PROV TAX

RETURN POLICY DEFINITIONS

POLICY ID DAYS POLICY EXPIRES ON

A 1 90 28/04/2015
THE HOME DEPOT RESERVES THE RIGHT TO
LIMIT / DENY RETURNS. PLEASE SEE THE
RETURN POLICY SIGN IN STORES FOR
DETAILS.

KEEP YOUR RECEIPT FOR FASTER RETURNS
SHOP ONLINE AT WWW.HOMEDEPOT.CA
More saving. More Doing.

ENTER FOR A CHANCE
TO WIN A \$3,000
HOME DEPOT GIFT
CARD!

Your Opinion Counts! We would like to
hear about your shopping experience.
Enter to win a \$3,000 Home Depot Gift
Card by completing a brief survey about
your store visit at:

www.homedepot.com/opinion

You will need the following to enter
on-line:

User ID:
H86 192322 185285



**More saving.
More doing.™**

3950 HENNING DRIVE, BURNABY, B.C.
NADEEM ELAHI MANAGER (604)294-3030

7047 00010 92485 28/01/15 02:57 PM
CASHIER BEULAH - BXA5879

063213009475 ECONO PAINT <A>	3.47
714075 ECO FEE <A,U>	
EACH	0.25
4715409150053 11"TIENAT100 <A>	7.27
066278004515 Dropcloth <A>	9.97
SUBTOTAL 20.96	
GST/HST	1.05
PST/QST	1.47
TOTAL	\$23.48
CASH	25.00
ROUNDING AMOUNT	0.03
CHANGE DUE	1.55

<U> - NON-DISCOUNTABLE ITEM



7047 10 92485 28/01/2015 9261

5% GST R135772911

7% BC PROV TAX

RETURN POLICY DEFINITIONS

POLICY ID DAYS POLICY EXPIRES ON

A 1 90 28/04/2015
THE HOME DEPOT RESERVES THE RIGHT TO
LIMIT / DENY RETURNS. PLEASE SEE THE
RETURN POLICY SIGN IN STORES FOR
DETAILS.

KEEP YOUR RECEIPT FOR FASTER RETURNS
SHOP ONLINE AT WWW.HOMEDEPOT.CA
More saving. More Doing.

ENTER FOR A CHANCE
TO WIN A \$3,000
HOME DEPOT GIFT
CARD!

Your Opinion Counts! We would like to
hear about your shopping experience.
Enter to win a \$3,000 Home Depot Gift
Card by completing a brief survey about
your store visit at:

www.homedepot.com/opinion



**More saving.
More doing.™**

3950 HENNING DRIVE, BURNABY, B.C.
NADEEM ELAHI MANAGER (604)294-3030

7047 00002 01673 27/01/15 12:22 PM
CASHIER IWAN - IXE81F

045242338030 25pc SB Kit <A>	8.89
622412340316 EVERBILT <A>	
502.48	12.40
622412020133 SCREWS <A>	
202.97	5.94
090214018915 24 2P92 1/4 <A>	
302.96	8.88
056169302103 4X8-1/2.SPRU <A>	23.72
SUBTOTAL 59.83	
GST/HST	2.99
PST/QST	4.19
TOTAL	\$67.01
CASH	80.00
ROUNDING AMOUNT	0.01
CHANGE DUE	13.00



7047 02 01673 27/01/2015 3525

5% GST R135772911

7% BC PROV TAX

RETURN POLICY DEFINITIONS

POLICY ID DAYS POLICY EXPIRES ON

A 1 90 27/04/2015
THE HOME DEPOT RESERVES THE RIGHT TO
LIMIT / DENY RETURNS. PLEASE SEE THE
RETURN POLICY SIGN IN STORES FOR
DETAILS.

KEEP YOUR RECEIPT FOR FASTER RETURNS
SHOP ONLINE AT WWW.HOMEDEPOT.CA
More saving. More Doing.

ENTER FOR A CHANCE
TO WIN A \$3,000
HOME DEPOT GIFT
CARD!

Your Opinion Counts! We would like to
hear about your shopping experience.
Enter to win a \$3,000 Home Depot Gift
Card by completing a brief survey about
your store visit at:

Hardware + Wood



for game
Table

More saving.
More doing.™

3950 HENNING DRIVE, BURNABY, B.C.
NADEEM ELAHI MANAGER (604)294-3030

7047 00002 01673 27/01/15 12:22 PM
CASHIER IWAN - IXE81F

045242338030 25pc SB Kit <A>	8.89
622412340316 EVERBILT <A>	
502.48	12.40
622412020133 SCREWS <A>	
202.97	5.94
090214018915 24 2P92 1/4 <A>	
302.96	8.88
056169302103 4X8-1/2.SPRU <A>	23.72
SUBTOTAL 59.83	
GST/HST	2.99
PST/QST	4.19
TOTAL	\$67.01
CASH	80.00
ROUNDING AMOUNT	0.01
CHANGE DUE	13.00



5% GST R135772911
7% BC PROV TAX
RETURN POLICY DEFINITIONS
POLICY ID DAYS POLICY EXPIRES ON
A 1 90 27/04/2015
THE HOME DEPOT RESERVES THE RIGHT TO
LIMIT / DENY RETURNS. PLEASE SEE THE
RETURN POLICY SIGN IN STORES FOR
DETAILS.

KEEP YOUR RECEIPT FOR FASTER RETURNS
SHOP ONLINE AT WWW.HOMEDEPOT.CA
More saving. More Doing.

ENTER FOR A CHANCE
TO WIN A \$3,000
HOME DEPOT GIFT
CARD!

Your Opinion Counts! We would like to
hear about your shopping experience.
Enter to win a \$3,000 Home Depot Gift
Card by completing a brief survey about
your store visit at:

www.homedepot.com/opinion

You will need the following to enter
on-line:

User ID:
H86 10682 3637

Password:
15077 3635

Entries must be entered by 26/02/2015.
Entrants must be 18 or older to enter.
See complete rules on website. No
purchase necessary.

(Le sondage est également offert en
français sur le Web.)

Paint and Tarp



for Bar

More saving.
More doing.™

3950 HENNING DRIVE, BURNABY, B.C.
NADEEM ELAHI MANAGER (604)294-3030

7047 00010 92485 28/01/15 02:57 PM
CASHIER BEULAH - BXA5879

063213009475 ECONO PAINT <A>	3.47
714075 ECO FEE <A,U>	
EACH	0.25
4715409150053 11"TIENAT100 <A>	7.27
066278004515 Dropcloth <A>	9.97
SUBTOTAL 20.96	
GST/HST	1.05
PST/QST	1.47
TOTAL	\$23.48
CASH	25.00
ROUNDING AMOUNT	0.03
CHANGE DUE	1.55

<U> - NON-DISCOUNTABLE ITEM



5% GST R135772911
7% BC PROV TAX
RETURN POLICY DEFINITIONS
POLICY ID DAYS POLICY EXPIRES ON
A 1 90 28/04/2015
THE HOME DEPOT RESERVES THE RIGHT TO
LIMIT / DENY RETURNS. PLEASE SEE THE
RETURN POLICY SIGN IN STORES FOR
DETAILS.

KEEP YOUR RECEIPT FOR FASTER RETURNS
SHOP ONLINE AT WWW.HOMEDEPOT.CA
More saving. More Doing.

ENTER FOR A CHANCE
TO WIN A \$3,000
HOME DEPOT GIFT
CARD!

Your Opinion Counts! We would like to
hear about your shopping experience.
Enter to win a \$3,000 Home Depot Gift
Card by completing a brief survey about
your store visit at:

www.homedepot.com/opinion

You will need the following to enter
on-line:

User ID:
H86 192306 185269

Password:
15078 185259

Entries must be entered by 27/02/2015.
Entrants must be 18 or older to enter.
See complete rules on website. No
purchase necessary.

(Le sondage est également offert en
français sur le Web.)

Chaffing Dishes for Buffet dinners
Christmas
New Years

PARAGON FOOD EQUIPMENT
 760 EAST HASTINGS ST
 VANCOUVER BC

760 E. Hastings St., Vancouver, BC V6A 1R5
 Tel 604-255-9991 Fax 604-251-3372
 www.paragondirect.ca info@paragondirect.ca

Invoice

00150467

Dec 23, 2014

13:37



Page: 1/1

Acct: AAAAAA

PO:

Phone: - -

CARD s.22
 CARD TYPE INTERAC
 ACCOUNT TYPE CHEQUING
 DATE 2014/12/23
 TIME 0700 13:39:29
 RECEIPT NUMBER
 C84096720-001-119-012-0

OUR PATRONAGE

PURCHASE
 TOTAL

\$210.74

Interac
 00000002771010
 06F96E8EF0EC1E00
 0080008000-E800
 AE8E491672E82811
 0080008000-F800

APPROVED

UTH# 178770 00-001
 THANK YOU

CARDHOLDER COPY

\$210.74
 \$210.74

Sales Rep: DR

Clerk: DR

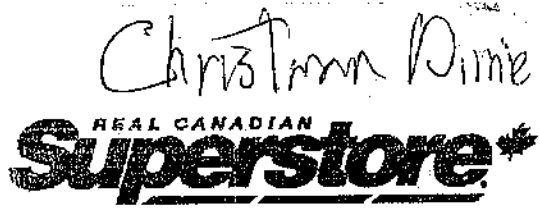
	QTY	UNIT	PRICE	YOUR PRICE	TOTAL
	4	EA	50.00	\$39.99	\$159.96
	16	EA	1.50	\$1.43	\$22.88
	4	EA	1.40	\$1.33	\$5.32
Subtotal					\$188.16
GST-HST					\$9.41
PST					\$13.17
TOTAL					\$210.74

Received by:

GST-HST#: 870069317

- Credit return only within 7 days.
- No cash refund.
- Special Order items: No refund, exchanges, or credit
- 20% restocking charge on stocked items.
- Items must be in original packaging, unused and in saleable condition.

We appreciate your business. Thank you for shopping at Paragon Food Equipment.



REAL CANADIAN
ROSS 1518 METROTONH
4700 KINGSWAY AVE.
BURNABY BC
(604) 439-4473
Big on Fresh, Low on Price

Mix/Match Deals
(1)05636600589 FRISK FISH/TUNA
GPMRJ
(1)05636600698 FRISK SEA/SUPRME
GPMRJ
(1)05636611573 FRISKIES PATE
GPMRJ

\$0.73 ea or 3/\$2.04
3 @ 3/\$2.04 2.04

21-GROCERY
(4)03120044499 OS CRANBERRY SCE MRJ
4 @ \$2.19 8.76
05500012594 NESCAFE COFFEE MRJ
\$4.99 Int 4, \$6.47 ea
1 @ \$4.99 Int 4 4.99
06601000105 WINDSOR SALT MRJ
\$1.18 ea or 3/\$2.49
1 @ \$1.18 ea 1.18
(3)06520000518 CH GRAVY MIX MRJ
3 @ \$1.39 4.17

22-DAIRY
06038368189 NN SALTED BUTTER MRJ
\$3.00 Int 1, \$3.87 ea
1 @ \$3.00 Int 1 3.00

27-PRODUCE
03338360002 ONION YELLOW 3LB MRJ
\$1.67 ea or 2/\$3.00
1 @ \$1.67 ea 1.67
06148301473 POTATO YELLOW MRJ
4070 CELERY STALKS MRJ 1.98

31-MEATS
(2)05024900080 MED GROUND PORK MRJ
2 @ \$6.28 12.56
2130280 GROUND BEEF LEAN MRJ 7.88
2130280 GROUND BEEF LEAN MRJ 7.78

38-HOME HEALTH
06038378344 EX ACID RDC 24S GRD 8.99

41-HOME
05719700575 MWAVE DISH COVER
GPMRJ 1.99
05870323553 SS STOCK POT 12Q
GPMRJ 12.99
05870324157 STLSS STL TNGS
GPMRJ 3.99
05870324215 SPATULA 2 SET
GPMRJ 3.99
06940910352 RC HOLIDAY PLATE
GPMRJ 5.47
(4)9 PLASTIC BAGS GPRQ 0.20
4 @ \$0.05

SUBTOTAL 100.10
G=GST 5% 39.66 @ 5.000% 1.98
P=PST 7% 30.67 @ 7.000% 2.15

TOTAL 104.23

-----TRANSACTION RECORD-----
GLOBAL PAYMENTS MERCHANT # 0843532
Superstore
1105 Eaton Ctr. 4700 Kingsway
Burnaby BC
STORE 01518 TERM 20151808
SLIP # 776290 REG 8
RETAIN THIS COPY FOR YOUR RECORDS
** Purchase ** Chip
Chequing
CARD #s.22 EXP **/**
Interac
REF # AUTH # RESP 001
528001001009 152404 ISO 00
AID: A0000002771010
TSI F800 TVR 0080008000

DATE TIME AMOUNT
12/23/2014 10:48:47 \$ 104.23
APPROVED

DEBIT TND 104.23

You could have earned 1,040
PC points with President's Choice
Financial MasterCard. Apply today
Visit pcfinancial.ca

GST # 12223-5922 RT0001

THANK YOU FOR SHOPPING AT THE
REAL CANADIAN SUPERSTORE
YOUR STORE MANAGER: SANDY HIGASHITANI
Thank You, Come Again!
USE YOUR PC PLUS CARD
TO COLLECT POINTS!!
REDEEM HERE FOR FREE GROCERIES
2014/12/23 10:48
Recd 251 08 7762

TELL US HOW WE DID TODAY!
MONTHLY CHANCES TO WIN \$5000
VISIT WWW.STOREOPINION.CA
OR CALL 1-877-234-2322
SEE CUSTOMER SERVICE DESK FOR FULL
CONTEST RULES OR WWW.STOREOPINION.CA
STORE: 01518
CODE: 122314 104808 7762 01518



EVERYTHING FOOD SERVICE
WWW.WHOLESALECLUB.CA
INVOICE #: 0672505301248299

WHOLESALE CUSTOMER
Account # : 100

Tobacco Tax # :
PST # :
Payment Due : 0 Days

GROCERY
06038301410 NN SOCKEYE SLMN RJ 3.17
06038372987 SS TUNA LT CHUNK RJ 11.99
(2)06038398519 CHEESE RANCH SL RJ 4.58
2 @ \$2.29
06038398530 PC BLE CHSE DRSG RJ 2.29
06038398572 PC MAYO RJ 4.99
06038366413 NN EXT LRG, EA RJ 5.34
\$2.87 ea or 2/\$5.34 K6
2 @ 2/\$5.34
05860750089 OR PPCRN XTR BTR RJ 2.99
\$2.99 ea or 6/\$17.34 KB
1 @ \$2.99 ea
(4)77528414011 RIPPLE GRJ 3.48
4 @ \$0.87
(4)77528414012 FB CHIPS BBQ GRJ 3.48
4 @ \$0.87
(4)77528414013 FB SR CRM ONION GRJ 3.48
4 @ \$0.87
(3)77528414016 FB CHIPS KETCHUP GRJ 2.61
3 @ \$0.87
06038310921 NN PZ MOZZARELLA RJ 23.97

DELI
05745955398 COOKED HAM RJ 19.97
\$19.97 ea or 2/\$35.94 KB
1 @ \$19.97 ea
05745955331 BOLOGNA RJ 18.97

BAKERY
06340002012 TEXAS TOAST RJ 8.91
\$3.47 ea or 3/\$8.91 KB
3 @ 3/\$8.91
06340002511 WHEAT BREAD RJ 6.94
\$3.47 ea or 3/\$8.91 KB
2 @ \$3.47 ea
MEAT
2101330 CLUB MEAT DEAL RJ 1.29
2101330 CLUB MEAT DEAL RJ 1.29
2101330 CLUB MEAT DEAL RJ 1.29
2101330 CLUB MEAT DEAL RJ 1.29
2101330 CLUB MEAT DEAL RJ 1.29
2101330 CLUB MEAT DEAL RJ 1.29

PRODUCE
(2)03338369999 CAULIFLOWER RJ 5.94
2 @ \$2.97
3082 BROCC CROWNS RJ 4.85
1.240 kg @ \$3.91/kg
0.920 kg @ \$3.91/kg
(4)4070 CELERY STALKS RJ 7.08
4 @ \$1.77
(5)4076 LETTUCE GRN LEAF RJ 7.35
5 @ \$1.47
(3)06038388584 CARROT BBY 2LB RJ 7.41
3 @ \$2.47
4082 ONION RED RJ 1.32
1.055 kg @ \$1.25/kg

HOME
(3)05870322344 CLR 6L SH BX GPRJ 7.47
3 @ \$2.49
6256592057 TOUCH MILKSHAKE GPRJ 5.31
\$1.77 ea or 10/\$15.70 KB
3 @ \$1.77 ea
(14)9 PLASTIC BAGS GPRJ 0.70
14 @ \$0.05

HMR
07111700164 RED SKIN POTATO GRJ 15.81
\$5.77 ea or 3/\$15.81 KB
3 @ 3/\$15.81
SUBTOTAL 201.74
G=GST 5% 42.34 @ 5.000% 2.12
P=PST 7% 13.48 @ 7.000% 0.94
TOTAL 204.80
Number of Items: 78
CASH 205.00
CHANGE DUE 0.20

GST # 12223-5922 RT0001
Thank you for shopping at Wholesale Club
MANAGER NAME:Shaun
Thank You, Come Again!
CAN'T FIND IT? ASK US!
MC 6725 5335 KINGSWAY BURNABY
604-431-0765
2014/12/30
Khushi 209

TELL US HOW WE DID TODAY!
MONTHLY CHANCES TO WIN \$5000
VISIT WWW.STOREOPINION.CA
OR CALL 1-877-234-2322
SEE CUSTOMER SERVICE DESK FOR FULL
CONTEST RULES OR WWW.STOREOPINION.CA
STORE: 06725

GST # 12223-5922 RT0001

THANK YOU FOR SHOPPING AT THE
REAL CANADIAN SUPERSTORE
YOUR STORE MANAGER: SANDY HIGASHITANI
Thank You, Come Again!
USE YOUR PC PLUS CARD
TO COLLECT POINTS!!
REDEEM HERE FOR FREE GROCERIES
2014/12/23 10:48
Recd 251 08 7762

TELL US HOW WE DID TODAY!
MONTHLY CHANCES TO WIN \$5000
VISIT WWW.STOREOPINION.CA
OR CALL 1-877-234-2322
SEE CUSTOMER SERVICE DESK FOR FULL
CONTEST RULES OR WWW.STOREOPINION.CA
STORE: 06725

NYE
Party Favors
Decorations

THE PARTY BAZAAR

1296 STATION STREET
VANCOUVER, BC
Tel: (604) 873-5241
Fax: (604) 873-1644
GST Registration #: R104112149
December 30, 2014

The Party Starts Here !

GM0405100 1 13.80 0.00 13.80
SERPENTINE THROWS-4 COLOURS

BLNE011AS 1 24.95 0.00 24.95
11" NEON ASST. BALLOONS 100/PK

BLNE011AS 1 24.95 0.00 24.95
11" NEON ASST. BALLOONS 100/PK

BLNE011AS 1 24.95 0.00 24.95
11" NEON ASST. BALLOONS 100/PK

BAD00762LG 1 52.95 0.00 52.95
BALLOON NET-RELI-A-DROP 500
14'X6'DBI

GM50570AS 1 3.95 0.00 3.95
BEADS-PARTY SMALL AST COLOURS
33"12/PK

GM50570AS 1 3.95 0.00 3.95
BEADS-PARTY SMALL AST COLOURS
33"12/PK

GM50570AS 1 3.95 0.00 3.95
BEADS-PARTY SMALL AST COLOURS
33"12/PK

GM0153202 1 3.95 0.00 3.95
GLASS-HARD PLASTIC 7 OZ (20)

GM0153202 1 3.95 0.00 3.95
GLASS-HARD PLASTIC 7 OZ (20)

GM0153202 1 3.95 0.00 3.95
GLASS-HARD PLASTIC 7 OZ (20)

GM0153202 1 3.95 0.00 3.95
GLASS-HARD PLASTIC 7 OZ (20)

NY1200610 1 8.95 0.00 8.95
DV12 HAPPY NEW YEAR JUMBO
ILLUSTRATED BANNER 10.3' 2/PK

MC0005 1 0.02 0.00 0.02
Penny rounding

SUBTOTAL 178.22
GST 8.91
PST 12.47
TOTAL 199.60

Payment:
CASH 200.00

CHANGE:
CASH 0.40

GST # 12223-5922 RT0001

THANK YOU FOR SHOPPING AT THE
REAL CANADIAN SUPERSTORE
YOUR STORE MANAGER: SANDY HIGASHITANI
Thank You, Come Again!
USE YOUR PC PLUS CARD
TO COLLECT POINTS!!
REDEEM HERE FOR FREE GROCERIES
2014/12/23 10:48
Recd 251 08 7762

TELL US HOW WE DID TODAY!
MONTHLY CHANCES TO WIN \$5000
VISIT WWW.STOREOPINION.CA
OR CALL 1-877-234-2322
SEE CUSTOMER SERVICE DESK FOR FULL
CONTEST RULES OR WWW.STOREOPINION.CA
STORE: 06725

New Years Food Buffet

wholesale club

EVERYTHING FOOD SERVICE
WWW.WHOLESALECLUB.CA
TNUVOICE #: 0672502311243497

WHOLESALE CUSTOMER
Account #: 100

Tobacco Tax # :
PST # :
Payment Due : 0 Days

GROCERY

06030398572	PC MAYO	RJ	4.99
(2)06420011382	CATELLI MAC ROY	RJ	4.98
2 @ \$2.49			
(2)77528414011	RIPPLE	GRJ	1.74
2 @ \$0.87			
(2)77528414013	FB SR CRM ONION	GRJ	1.74
2 @ \$0.87			
05995012490	IMPERIAL MAR	RJ	4.67
\$4.67 ea or 3/\$13.41 KB			
1 @ \$4.67 ea			

BAKERY

06340002012	TEXAS TOAST	RJ	3.47
\$3.47 ea or 3/\$8.91 KB			
1 @ \$3.47 ea			
06340002511	WHEAT BREAD	RJ	3.47
\$3.47 ea or 3/\$8.91 KB			
1 @ \$3.47 ea			

PRODUCE

4065	PEPPER GREEN SWT	RJ	0.45
0.150 kg @ \$2.80/kg			
4688	RED PEPPERS	RJ	1.22
0.150 kg @ \$7.65/kg			
06030398584	CARROT BBY 2LB	RJ	2.47

HOME

06550602113	SPOON SRV SLOT 1	GRJ	3.54
\$1.77 ea or 3/\$4.71 KB			
2 @ \$1.77 ea			
(2)05870322348	EE 9L SHOE BOX	GRJ	7.98
2 @ \$3.99			
(2)9	PLASTIC BAGS	GRJ	0.10
2 @ \$0.05			

SUBTOTAL

6-GST 5%	15.10 @ 5.000%	0.76
1-PST 7%	11.62 @ 7.000%	0.81

TOTAL

Number of Items:	19	42.39
CASH		45.00
ROUNDED 0.01		(42.40)
CHANGE DUE		2.60

GST # 12223-5922 AT0001
Thank you for shopping at Wholesale Club
MANAGER NAME: Shawn
Thank You, Come Again!
CAN'T FIND IT? ASK US!
MC 6725-5335 KINGSWAY BURNABY
604-431-0765
2014/12/31
Affrooz 205 12:05
02 3497

TELL US HOW WE DID TODAY!
MONTHLY CHANCES TO WIN \$5000
VISIT WWW.STOREOPINION.CA
OR CALL 1-877-234-2322
SEE CUSTOMER SERVICE DESK FOR FULL
CONTEST RULES OR WWW.STOREOPINION.CA
STORE: 06725
CODE: 123114 120602 3497 06725

HD Cable Box Splitter for
superbowl / Bar

Pick UP
#198

NCI om
great prices, service and selection
BURNABY, BC V5C 2G1
PST 7% 11.62 @ 7.000%

SHIP TO:
Store #198
BURNABY, BC V5C 2G1
PST 7% 11.62 @ 7.000%

Ship TO:
Pick Up (Burnaby)
99108
(024)

Subtotal	\$100.89
GST 5%	\$5.04
PST 7%	\$7.06
TOTAL	\$112.99
CASH	\$115.00
CHANGE	\$2.00

How we do?

If you have a comment or feedback
regarding your service, please E-
Mail us at feedback@ncix.com

Want to contact us directly?
Email: kathryn.watson@ncix.com

Tell us about your recent store visit for
your chance to

Win a \$100 NCIX Gift Card!

Share your experience with us here:
<http://www.ncix.com/survey>

Ladder for Bar
mainline

CANADIAN TIRE STORE #603
7200 MARKET CROSSING BURNABY, B.C.
INQUIRIES? CALL (604) 451-5888
NO RECEIPT NO RETURN
GST REGISTRATION #133386169 RP0001
REG #: 5 01/28/2015 13:01:09 TRANS #: 92
OPERATOR #: 603022 Float: 001

061-1034-8	FRG STP LDDR 8'	\$	99.99
(SAVED \$ 70.00)			
2X050-2807-0	FOAM FOOTBALL	\$	15.98

SUBTOTAL	\$	115.97
GST 5%	\$	5.80
PST 7%	\$	8.12
TOTAL	\$	129.89

DEBIT CARD s.22
CHIP CARD
APPROVAL #: 00 188789 001
DEBIT TEND \$ 129.89
CHANGE \$ 0.00
BASE CT MONEY \$ 0.50

Register for a My CT 'Money' account.
Collect e-CT 'Money' to redeem at
Canadian Tire. Visit us online at
canadiantire.ca or download the
Canadian Tire Mobile App.

TODAY YOU SAVED
\$ 70.00
AT CANADIAN TIRE.

DEBIT CARD TRANSACTION RECORD

CANADIAN TIRE #603
7200 MARKET CROSSING
BURNABY BC
V5C 0A2

OPERATOR: 603022 REG #: 5 TRANS #: 92

TYPE: PURCHASE
ACCT: INTERAC CHEQUING

\$ 129.89

CARD NUMBER: s.22
CHIP CARD
2015/01/28 13:01:44
REFERENCE: 28269755 0010015730 C

AUTHORIZATION: 188789
A0000002771010
Interac
0080008000F800

00 APPROVED - THANK YOU 001

CUSTOMER COPY

Visit canadiantire.ca or download the
Canadian Tire Mobile App today!

At Canadian Tire, We Care!
Tell us how we did today. You could win
a \$1000 Canadian Tire Gift Card! Submit
a survey at: www.telcdntire.com OR via
telephone: 1-888-431-5595. No purchase
necessary. Contest ends 1-31-15. Open
to legal residents of Canada, age of
majority or older. Math skill-test
required. Odds of winning depend on #
of entries received. Conditions apply.
For contest rules visit website.

6122-3060-90800-1030225

0060315012866030220000010092

ALL EXCHANGES/REFUNDS REQUIRE ORIGINAL
RECEIPT AND PRODUCT MUST BE NEW, UNUSED
IN ORIGINAL PACKAGING AND RETURNED
WITHIN 90 DAYS WITH CT MONEY IF ISSUED.
MANUFACTURES WARRANTY APPLIES TO OPENED
AND USED PRODUCTS. SOME EXCEPTIONS APPLY.
page 123 of 313 LBR-2017-72863

14:21
05 8299

TELL US HOW WE DID TODAY!
MONTHLY CHANCES TO WIN \$5000
VISIT WWW.STOREOPINION.CA
OR CALL 1-877-234-2322
SEE CUSTOMER SERVICE DESK FOR FULL
CONTEST RULES OR WWW.STOREOPINION.CA

CASH
205.00
CHANGE DUE
0.20
TOTAL
204.80
Number of Items: 47

SUBTOTAL
201.74
PST 7% 13.48 @ 7.000%
GST 5% 42.34 @ 5.000%
TOTAL
204.80

HMR
07111700164 RED SKIN POTATO
14 @ \$0.05
14 @ \$0.05
0.70

GPRJ
PLASTIC BAGS
3 @ \$1.77 ea
5.31

GPRJ
TOUCH MILKSHAKE
1 @ \$1.77 ea or 10 @ \$15.70 KB
7.47

GPRJ
CLR BL SH BX
3 @ \$2.49
7.47

HOME
ONION RED
1.055 kg @ \$1.25/kg
1.32

RJ
CARROT BBY 2LB
3 @ \$2.47
7.41

RJ
LETTUCE GRN LEAF
5 @ \$1.47
7.35

RJ
CELERY STALKS
4 @ \$1.77
7.08

RJ
BROCC CROWNS
1.240 kg @ \$3.91/kg
4.85

RJ
CAULIFLOWER
2 @ \$2.97
5.94

RJ
CLUB MEAT DEAL
2 @ \$1.29
2.58

RJ
CLUB MEAT DEAL
2 @ \$1.29
2.58

RJ
CLUB MEAT DEAL
2 @ \$1.29
2.58

RJ
CLUB MEAT DEAL
2 @ \$1.29
2.58

RJ
CLUB MEAT DEAL
2 @ \$1.29
2.58

RJ
CLUB MEAT DEAL
2 @ \$1.29
2.58

RJ
CLUB MEAT DEAL
2 @ \$1.29
2.58

RJ
CLUB MEAT DEAL
2 @ \$1.29
2.58

RJ
CLUB MEAT DEAL
2 @ \$1.29
2.58

RJ
CLUB MEAT DEAL
2 @ \$1.29
2.58

RJ
CLUB MEAT DEAL
2 @ \$1.29
2.58

RJ
CLUB MEAT DEAL
2 @ \$1.29
2.58

RJ
CLUB MEAT DEAL
2 @ \$1.29
2.58

RJ
CLUB MEAT DEAL
2 @ \$1.29
2.58

RJ
CLUB MEAT DEAL
2 @ \$1.29
2.58

RJ
CLUB MEAT DEAL
2 @ \$1.29
2.58

RJ
CLUB MEAT DEAL
2 @ \$1.29
2.58

RJ
CLUB MEAT DEAL
2 @ \$1.29
2.58

RJ
CLUB MEAT DEAL
2 @ \$1.29
2.58

RJ
CLUB MEAT DEAL
2 @ \$1.29
2.58

RJ
CLUB MEAT DEAL
2 @ \$1.29
2.58

Christmas Time REAL CANADIAN Superstore

RCSS 1518 METRO TOWN
4700 KINGSWAY AVE.
BURNABY BC
(604) 439-4473
Big on Fresh, Low on Price

Mix/Match Deals
(1)05636600689 FRISK FISH/TUNA
GPHRJ

(1)05636600698 FRISK SEA/SUPRME
GPHRJ

(1)056366011573 FRISKIES PATE
GPHRJ

50.73 ea or 3/\$2.04
3 @ 3/\$2.04 2.04

21-GROCERY
(4)0312004499 OS CRANBERRY SCE HRJ

4 @ \$2.19 8.76

05500012534 NESCAFE COFFEE HRJ

\$4.99 Int 4, \$6.47 ea
1 @ \$4.99 Int 4 4.99

06501000105 WINDSOR SALT HRJ

\$1.18 ea or 3/\$2.49
1 @ \$1.18 ea 1.18

(3)06520000518 CH GRAVY MIX HRJ

3 @ \$1.39 4.17

22-DAIRY
06038368189 NN SALTED BUTTER HRJ

\$3.00 Int 1, \$3.87 ea
1 @ \$3.00 Int 1 3.00

27-PRODUCE
03338380002 ONION YELLOW 3LB HRJ

\$1.67 ea or 2/\$3.00
1 @ \$1.67 ea 1.67

06148301473 POTATO YELLOW HRJ

4070 CELERY STALKS HRJ 1.98

31-MEATS
(2)06024900080 MED GROUND PORK HRJ

2 @ \$6.28 12.56

2130280 GROUND BEEF LEAN HRJ

2130280 GROUND BEEF LEAN HRJ

38-HOME HEALTH
06038378344 EX ACID RDC 24S GRQ

41-HOME
05719709675 MWAVE DISH COVER GPHRJ

05970325533 SS STOCK POT 120 GPHRJ

05870321157 STLSS STL TNGS GPHRJ

05870324215 SPATULA 2 SET GPHRJ

06940910362 RC HOLIDAY PLATE GPHRJ

(4)9 PLASTIC BAGS GPRQ

4 @ \$0.05 0.20

SUBTOTAL 100.10

GST 5% 39.66 @ 5.000% 1.98

PST 7% 30.67 @ 7.000% 2.15

TOTAL 104.23

-----TRANSACTION RECORD-----

GLOBAL PAYMENTS MERCHANT # 0843552

Superstore
1105 Eaton Ctr. 4700 Kingsway
Burnaby BC

STORE 01518 TERM 20151808

SLIP # 775200 REG 8

RETAIN THIS COPY FOR YOUR RECORDS

** Purchase ** Chip

Checking

CARD # s.22 EXP **

Interac

REF # AUTH # RESP 001

528001001009 152404 ISO 00

AID: A0000002771010

TSI F800 TVR 0080000000

DATE 12/23/2014 TIME 10:48:47 AMOUNT \$ 104.23

APPROVED

DEBIT TND 104.23

You could have earned 1,040

PC points with President's Choice

Financial MasterCard. Apply Today

Visit pcfinaacial.ca

GST # 12223-5922 RT0001
THANK YOU FOR SHOPPING AT THE
REAL CANADIAN SUPERSTORE
YOUR STORE MANAGER: SANDY HIGASHITANI
Thank You, Come Again!
USE YOUR PC PLUS CARD
TO COLLECT POINTS!!
REBEEB HERE FOR FREE GROCERIES
2014/12/23
Romp 261 10:48
08 7762

TELL US HOW WE DID TODAY!
MONTHLY CHANCES TO WIN \$5000
VISIT WWW.STOREOPINION.CA
OR CALL 1-877-234-2322
SEE CUSTOMER SERVICE DESK FOR FULL
CONTEST RULES OR WWW.STOREOPINION.CA
STORE: 01518
CODE: 122314 104808 7762 01518

NYE
Party Favors
Decorations

THE PARTY BAZAAR

1296 STATION STREET
VANCOUVER, BC

Tel: (604) 873-5241

Fax: (604) 873-1644

GST Registration #: R104112149

December 30, 2014

The Party Starts Here !

GM0406100 1 13.80 0.00 13.80

SERPENTINE THROWS-4 COLOURS

BLNE011AS 1 24.95 0.00 24.95

11" NEON ASST. BALLOONS 100/PK

BLNE011AS 1 24.95 0.00 24.95

11" NEON ASST. BALLOONS 100/PK

BLNE011AS 1 24.95 0.00 24.95

11" NEON ASST. BALLOONS 100/PK

BA00762LG 1 52.95 0.00 52.95

BALLOON NET-RELI-A-DROP 500

14"X6"DBI

GM50570AS 1 3.95 0.00 3.95

BEADS-PARTY SMALL AST COLOURS

33"12/PK

GM50570AS 1 3.95 0.00 3.95

BEADS-PARTY SMALL AST COLOURS

33"12/PK

GM50570AS 1 3.95 0.00 3.95

BEADS-PARTY SMALL AST COLOURS

33"12/PK

GM0153202 1 3.95 0.00 3.95

GLASS-HARD PLASTIC 7 OZ (20)

GM0153202 1 3.95 0.00 3.95

GLASS-HARD PLASTIC 7 OZ (20)

GM0153202 1 3.95 0.00 3.95

GLASS-HARD PLASTIC 7 OZ (20)

NY1200610 1 8.95 0.00 8.95

OV12 HAPPY NEW YEAR JUMBO

ILLUSTRATED BANNER 10.3' 2/PK

MC0005 1 0.02 0.00 0.02

Penny rounding

SUBTOTAL 178.22

GST 8.91

PST 12.47

TOTAL 199.60

Payment:

CASH 200.00

CHANGE:

CASH 0.40

PURCHASE TRANSACTION KATHY

STRICTLY NO RETURNS ON WEARABLE OR

SEASONAL ITEMS

Page 125 of 125

PROCESSED 30 DAYS WITH RECEIPT

EVERYTHING FOOD SERVICE
INV012 #0672505301248299
Account # : 100
WHOLESALE CUSTOMER
Tobacco Tax # :
PST # :
Payment Due : 0 Days
Dinner
Food Buffet
NYE

Wholesale Club

RONA Home & Garden
2727 East 12th Ave
Vancouver, BC

卷之五

CUT IS APPROX 12.00PG

Acct Type: CHECKING

EST/HST # 103039624

SOME EXCEPTIONS MAY APPLY.

\$1,000 in RONA gift cards!

Access Code: E10616055148J

9107 '67 8.1001190

How was your shopping experience?
Please share your thoughts online,
safewaycanada.survey.marketforce.com

You Have Earned
2 Stamp(s)
in the Zwilling Promotion

Thank You/Merci
Please Come Again
LOST/STOLEN COPY
Terminal: 040100104-003609

SAFEWAY
People Talk for Real
5235 Kingsway, Burnaby BC
Phone 604 438 0838

Helsinki, Finland

[illegible]

HOME

0 45

TRANSACTION RECORD

REG 3
SLIP # 145800
DETAIN THIS COPY FOR YOUR RECORDS

113001001031	100501	100	00
ALD: 80000002771010			

PERIT IND 29 53

I thank you, come again!
CAN'T FIND IT? ASK US!

MONTHLY CHANCES TO WIN \$5000
VISIT WWW.STOREPINION.COM

[illegible]

SUBTOTAL \$67.99
5% GST \$3.40

NUMBER OF ITEMS	1
1	1
2	1
3	1
4	1
5	1
6	1
7	1
8	1
9	1
10	1
11	1
12	1
13	1
14	1
15	1
16	1
17	1
18	1
19	1
20	1
21	1
22	1
23	1
24	1
25	1
26	1
27	1
28	1
29	1
30	1
31	1
32	1
33	1
34	1
35	1
36	1
37	1
38	1
39	1
40	1
41	1
42	1
43	1
44	1
45	1
46	1
47	1
48	1
49	1
50	1
51	1
52	1
53	1
54	1
55	1
56	1
57	1
58	1
59	1
60	1
61	1
62	1
63	1
64	1
65	1
66	1
67	1
68	1
69	1
70	1
71	1
72	1
73	1
74	1
75	1
76	1
77	1
78	1
79	1
80	1
81	1
82	1
83	1
84	1
85	1
86	1
87	1
88	1
89	1
90	1
91	1
92	1
93	1
94	1
95	1
96	1
97	1
98	1
99	1
100	1

RECEIPT# 8150000
TRACE# 00000001
FIRMAL ID 006
FIRMAL ID 903

REF ID: A90009047

BY ENTERING A VERIFIED PTN, CARDHOLDER

Term	Store	Oper	01/04/15
Tran	100	15-21-15	

* * *

You Have Earned

~~10~~

10

s 22

917 main
V6A 2V8

July 4/06

4TH VISITED COBALT HOTEL, spoke
TO DESK. ON FRONT
NIGHTS 100
OCCUPIED 80

LEGAL: NORTHSTAR INTERNATIONAL
MOTOR HOTEL LTD (ATTACHED)

FRONT DESK 4
HOUSE KEEPING 1
TOTAL 5

s 22

ALSO STATED "ALL
EMPLOYEES ON SCHEDULE ARE
ON PAYROLL
✓ COPY OF THEIR REPORT IS ATTACHED
~~THIS FILE IS CLOSED~~

THIS FILE IS CLOSED

Agency:	Vancouver Police Citywide Enforcement Team	Page # /
Date of on-site inspection:	April 30 th , 2006	
Property Name:	Cobalt Hotel	
Property Address:	917 Main St, Vancouver	
Owner:	Paul Schotta	
Phone:	604-685-2825 Cell: s.22	Fax:
Manager/Desk clerk/contact during inspection:	s.22	
Phone:	s.22	
On-Site Assessment Criteria		NA
Staffing and Employment:		
1	Is there a front desk manager?	(Y) N
2	How many hours a day is the desk managed?	24
3	How many people are scheduled on the front desk at any given time?	1
4	How are desk staff paid?	Y
5	Are they earning a legitimate wage?	(Y) N
6	How many staff are employed at the hotel/sro?	5
7	How many hours do they work a week and who are they?	
	Front desk, Maintenance, Maid	
	All work 40-50 hrs a week	
8	What are their duties and wages?	
	All positions paid \$8 ph	
	Front desk, Maid, and maintenance	
9	Have any of the employees/managers taken a hotel management course?	Y (N)
	If so, which one?	
10	Were the employees/management co-operative?	(Y) N
Registers:		
11	How is the tenant register maintained? (log/computer)	Book
12	Is the register adequate? (ink/legible/complete)	Y / N
13	Is the register accurate?	(Y) N
14	If the register is computerized, is the computer on the premises?	Y (N)
15	Does the hotel maintain contact numbers for residents in case of emerg? (NOK/MD)	Y (N)
16	Does desk staff/mgmt maintain a log of unusual circumstances that could assist emergency personnel attending to residents in distress? (safety)	(Y) N
17	Are clients required to show ID when they register?	(Y) N
	If so, what type of ID?	Picture ID, SIN Card
18	Are clients screened before being given an intent to rent?	Y (N)
19	How are they screened?	
20	Do they use a rental agreement when they rent a suite?	Y (N)
21	Is there a maintenance log for the hotel?	Y (N)
22	Is it adequate?	NA Y / N

Property Name:		Page # 2
On-Site Assessment Criteria cont.		
Security:		
23	Is entry to the building managed?	(Y) N
24	If entry is managed - how? no view of front desk	
25	Are security cameras utilized? Front door	(Y) N
Fees:		
26	Are guest fees collected? (If staying the night)	(Y) N
27	How much is charged for the guest fee?	\$10.00
28	Are guest fees recorded in a daily ledger?	(Y) N
29	Are receipts given out when guest fees are collected?	(Y) N
Occupants/Tenancy:		
30	How many people are staying in the hotel?	96
31	How many rooms are vacant?	1
32	What is the total capacity of the hotel?	192
33	What are the specific room numbers at the hotel/sro and what is the capacity of each room? (may need to add extra page)	
	100 - Closet 102-2 115-2 123-2 205-2 212-2 219-2	
	101-2 105-2 119-2 124-2 206-2 213-2 220-2	
	102-2 109-2 120-2 125-2 207-2 214-2 221-2	
	103-2 110-2 121-2 201-2 208-2 215-2 222-2	
	104-2 (currently broken) 122-2 202-2 209-2 216-2 223-2	
	105-2 111-2 117-2, 114-2 203-2 210-2 217-2 224-2	
	106-2 112-2 115-2, 116-2, 204-2 211-2 218-2 225-2	
Building Physical attributes:		
35	Are there receptacles in the building for disposal of hypodermic needles?	Y (N)
36	If so, describe the number of receptacles and their location (ex. 2 per floor, where)	
37	If so, what are the receptacles made of?	
Other indicators:		
38	Is there evidence supporting the movement of stolen property?	(Y) N
39	Is there evidence supporting the trafficking of drugs?	(Y) N
40	Does this premise appear to be linked to street disorder/crime issues in the immediate vicinity?	(Y) N
	If so how?	
Comments: There is no immediate evidence of Drugs/Property at the time of the check but staff stated that they are confident individuals use the hotel for crime activities further stated that if they see it, they avoid the tenant.		
Authorizing Agency Signature		
and date 2. Drunell 06-04-30		

301-2	406-2
302-2	407-2
303-2	408-2
304-2 four	409-2
305-2	410-2
306-2	411-2
307-2	412-2
308-2 (currently broken)	413-2
309-2	414-2
310-2	415-2
311-2	416-2
312-2	417-2
313-2	418-2
314-2	419-2
315-2	420-2
316-2	421-2
317-2	422-2
318-2	423-2
319-2	424-2
320-2	425-2
321-2 (currently broken)	
322-2	
323-2	
324-2	
325-2 (currently broken)	
326-2	
327-2	
328-2	
329-2	
330-2	

Agency: City of Vancouver (PU) L. Urekar		Date of inspection: March 26, 2006	
Property Name: Cobalt Hotel		Property Address: 917 Main St	
Business Licence #: CB-122437		Licence Holder: Northstar International	
Assessed Value: \$1,359,700 imp \$115,000		Age: 1894	Motor Hotel Ltd
Property Owner: a/a			
Phone: ^{s.22}		Cel:	
Property Mgr/Rep/Desk Clerk: day - AJ			
Phone: ^{s.22}		Cel:	
On-Site Assessment Criteria Details (also see comments below)			
Operations: people on desk could not agree on what different registered			
Register: yes, several Adequate used for staff were very confused about <u>inadequate</u> records.			
Number of Rooms: 855 Single: Double: Vacant:			
Visitors: yes Hours: no restrictions (guest fees per tenants)			
Rental Agreement: Other contact info (ie. Emerg):			
Intent to Rent: all they use			
Maintenance Record: NO			
Desk manned: 24/7 Door Buzzer Y/N Owner/operator resident <input checked="" type="checkbox"/> Cameras <input checked="" type="checkbox"/> only to cover office			
Elevator provided: NO			
Refrigerator provided: YES, but not all rooms			
Hotplates/ cooking provided: NO			
Common kitchen provided: NO			
Laundry Provided: NO			
Housekeeping Provided: yes + bedding provided + changed weekly.			
Commentary:			
Used to inspect this building several years ago. General maintenance has really gone down hill. Typical methodology of those owners is no work performed unless ordered to. I called the inspection short as there were so many of the same kind of problems. Advised owners they would have 2 months to bring up the standards in the hotel or I would refer all outstanding issues to the City prosecutor. They asked for more time. I refused saying they were not even trying to keep up with work. Vacant rooms "ready" for rent showed their			
Action taken as a result of inspection			
"Final" orders to owners + that July inspection outstanding work would be sent for charges.			
Tenant composition:			
lots of drug users, some long term residents, high turnover in tenants			
Grading: <input checked="" type="radio"/> poor <input type="radio"/> fair <input type="radio"/> average			
Agency Report Attached: <input checked="" type="checkbox"/> N			
Pictures Attached: <input checked="" type="checkbox"/> N			
Authorizing Agency Signature and date			
June 16, 2006			

Page 132 to/à Page 133

Withheld pursuant to/removed as

s.3



Ministry of Jobs, Tourism and Skills Training and
Minister Responsible for Labour
Employment Standards Branch

Complaint and Information Form



For office use only:

Office	
ESI Date	
ER No.	010-772
Assign No.	377669
EE No.	s 22
D. Assig.	
Officer	

RECEIVED Date Stamp Here AUG 26 2010 EMPLOYMENT STANDARDS BRANCH - LOWER MAINLAND
--

Before the Employment Standards Branch takes any action on your complaint, you must complete the SELF-HELP KIT. It is available from any Employment Standards Office and on the Internet at www.labour.gov.bc.ca/esb. Except under very unusual circumstances, the Branch will not process complaints unless the SELF-HELP KIT has been used.

Please indicate which statement applies before continuing.

- ☒ I have used the Employment Standards self-help kit and the problem has not been resolved.
- ☐ I have been advised by the Employment Standards Branch not to use the self-help kit for the following reason:
- ☐ I am within one month of the six-month time limit for filing an employment standards complaint. If I do not contact the Employment Standards Branch within 30 days to confirm I have used the self-help kit, the Director of Employment Standards will consider my complaint withdrawn. I am aware that my complaint will not be reviewed during this time.

The information on this form is collected under the authority of the *Employment Standards Act*. The information provided will be used to process your complaint against an employer with respect to wages or any other matter you have specified.

You must give us your complaint no later than six months after the end of your employment with this employer; or, if your complaint concerns ss. 8, 10 or 11 of the Act, we must receive your complaint no later than six months after the date of the alleged contravention. Questions about the collection and use of this information, contact the Director of Employment Standards, Ministry of Jobs, Tourism and Skills Training and Responsible for Labour, PO Box 9570 Stn Prov Govt, Victoria BC V8W 9K1. Telephone: 1-800-663-3316

PLEASE PRINT CLEARLY - COMPLETE BOTH PAGES

SECTION A: INFORMATION ABOUT YOUR EMPLOYER

Name of Employer (name of company or business):

NORTHSTAR INTERNATIONAL MOTOR HOTEL

Street address of employer:

769, E HASTINGS STREET

City/town and province:

VANCOUVER BC

Postal Code:

V6A 1R3

Mailing address of employer:

City/town and province:

Postal Code:

Telephone number:

(604) 254 3636

Type of Business:

MOTOR HOTELS

Employer's Email address:

vancouverpal@hotmail.com

Name s 22

Name and phone number of owner:

PAL SAHOTA (604) 254 3636

Address of place where you worked if different from above:

917, MAIN STREET

Is your employer bankrupt or in receivership?

☐ YES ☒ NO

Is your employer still in business? ☒ YES ☐ NO

If NO, when did your employer go out of business?

Employer's bank:

Employer's bank branch:

SECTION B: INFORMATION ABOUT YOU

Your last name:

s 22

Your first or given name:

Middle Initial(s)

Social Insurance Number:

Your mailing address:

s 22

City/town:

Postal Code:

Your phone number:

s 22

A phone number where a message can be left:

Are you in BC under a Foreign Worker Program?

☐ YES ☒ NO

Date of Birth s 22

Email address: s 22

Are you covered by a collective agreement (union contract)?

☐ YES ☒ NO

Union's Name:

Continued on Page 2

SECTION C: YOUR WORK HISTORY WITH THIS EMPLOYER

Your job title: s 22	Date you started work for this employer: s 22	Last day you worked for this employer:	
Your rate of pay: s 22	<input type="checkbox"/> Still employed <input checked="" type="checkbox"/> Quit <input type="checkbox"/> Other* <input type="checkbox"/> Fired <input type="checkbox"/> Laid off *Please explain below.		
Are your hours of work regular? <input checked="" type="checkbox"/> YES <input type="checkbox"/> NO	Hours worked per day: 8	Number of days worked per week: 7	Total hours per week: 56
How often were you paid? <input type="checkbox"/> Daily <input type="checkbox"/> Weekly <input checked="" type="checkbox"/> Every two weeks <input type="checkbox"/> Twice a month <input type="checkbox"/> Other: (Late Pay)			
Do you have a record of the hours worked for this employer that are relevant to your claim?			
<input type="checkbox"/> YES <input checked="" type="checkbox"/> NO If YES, attach records to this form. Attach a photocopy of your pay cheque, pay statements, Record of Employment, if available.			

WHAT DO YOU BELIEVE YOU ARE OWED?

	DATE	DATE	ESTIMATED AMOUNTS
<input checked="" type="checkbox"/> Regular Wages	From 1 June 14	To 15 June 14	1025.00
<input checked="" type="checkbox"/> Overtime	From 5 Aug 13	To 15 June 14	1985.00
<input checked="" type="checkbox"/> Annual Vacation Pay	From 15 MARCH 14	To 15 June 14	254.00
<input type="checkbox"/> Statutory Holiday Pay	Specify Dates:		
<input type="checkbox"/> Deductions from wages	Specify Dates:		
<input type="checkbox"/> NSF Cheques (Attach original, or copies if available)			
<input type="checkbox"/> Pregnancy/Parental/for Other Leave			
<input type="checkbox"/> Compensation for Length of Service (sometimes called Termination Pay)			
<input type="checkbox"/> Other (Specify):			
ESTIMATED TOTAL			3264.00

SECTION D: DETAILS OF YOUR COMPLAINT: (Please note this part of the form may be made available to your employer.)

Please pay my salary includes overtime and vacation pay.

use additional pages if necessary

Please Note: In order to process your complaint as quickly as possible, attach all available information relating to your claim - i.e. copies of your cheque stubs, daily time records, and your Record of Employment. For us to contact you for information, investigate your complaint, or pay money that we may collect for you, it is important that you tell us about any changes in your mailing address or telephone number. You should also be aware that, once a decision has been made and a determination issued regarding your complaint, no further action should be taken by you to enforce your claim without the written consent of the Director of Employment Standards.

I, s 22 _____ certify that all information I am providing is true and correct to the best of my knowledge, and I agree s 22 _____ to be being used in an investigation, mediation or adjudication.	Signature _____	Date 26.08.14.
--	--------------------	-------------------

Page 136 to/à Page 154

Withheld pursuant to/removed as

s.22

Umbach, Jodi L LBR:EX

From: Umbach, Jodi L LBR:EX
Sent: Wednesday, February 4, 2015 12:00 PM
To: Fraser, Annette LBR:EX
Cc: Siefken, Lila LBR:EX
Subject: RE: ER#010-772 Northstar International Motor Hotel

Hi Annette,
s.22

So pls have Lila mail the chq to trust and I will finish off my collections paper work here and close the file.
Lila can you pls send me a copy of the cheque and the trust form for the file

Thank you
Jodi

From: Fraser, Annette LBR:EX
Sent: Wednesday, February 4, 2015 11:17 AM
To: Umbach, Jodi L LBR:EX
Subject: ER#010-772 Northstar International Motor Hotel

Hi Jodi,

I am monitoring Helen Gregg's file s.22 A cheque has come into the office. A gross amount of \$1,279.00. Would it be best to send the file back to Richmond and have the EE pick up the cheque?

Annette Fraser
Employment Standards Officer; Employment Standards Branch, Richmond BC
250 - 4600 Jacombs Road
Richmond, BC V6V 3B1
T 604 713-0456 F 604 713-0450
Website: www.labour.gov.bc.ca/esb

"Our deepest fear is not that we are inadequate. Our deepest fear is that we are powerful beyond measure." - Marianne Williamson

DISCLAIMER: This email is confidential and intended only for the use of the individual or entity named above and may contain privileged information. If you are not the intended recipient of this e-mail, you are hereby notified that any dissemination, distribution or copying of this email is strictly prohibited. Please notify me immediately if you are not the intended recipient by return email or telephone and destroy the original message and any copies.

Siefken, Lila LBR:EX

From: Gregg, Helen JTST:EX
Sent: Wednesday, January 28, 2015 3:30 PM
To: Wong, Jane LBR:EX; Siefken, Lila LBR:EX
Cc: s.22
Subject: Updates to CASE

Hi Jane and Lila

Please could you update CASE with the following details:

ER #010 772 Northstar International Motor Hotel Ltd., s.22

ER contact details

604 254 3355 ✓

s.22

(Gurdal) ✓

s.22

(Paul) ✓

604 662 3102 (accountant tel) ✓

s.22

(accountant fax) ✓

s.22

(accountant email) ✓

EE current address:

s.22

I also have an SA to be entered which I will bring round shortly.

Thanks,

Helen

Helen Gregg
Industrial Relations Officer
Employment Standards Branch
Ministry of Jobs, Tourism and Skills Training
and Minister Responsible for Labour
250 - 4600 Jacombs Road
Richmond, BC V6V 3B1

Email: helen.gregg@gov.bc.ca

Gregg, Helen JTST:EX

From: s.22
Sent: Wednesday, January 7, 2015 3:58 PM
To: Gregg, Helen JTST:EX
Subject: Re: Settlement agreement

Dear madam,
I'm^{s.22}, I signed and sent the copy of settlement .also the original copies on post ready.
This is my address (please don't let them know ,thanks)

s.22

As a s.22 : I'm really thanking for your helps and your time .I wish you a great successful new year.
Thanks again,
Your faithfully,
s.22

On Jan 7, 2015, at 2:25 PM, Gregg, Helen JTST:EX <Helen.Gregg@gov.bc.ca> wrote:

Dear ^{s.22}

A copy of the settlement agreement is attached. Please follow these instructions carefully to ensure it is signed correctly.

Firstly, please review the agreement. If there is anything you are unsure about please let me know. Essentially, what the agreement does is settle the Employment Standards Act claim in return for the settlement payment. Your former employer and myself have signed one copy of the agreement, but once you have signed a separate document the agreement will be binding.

If you are comfortable with everything, please could you:

1. Initial both pages in the bottom right hand corner.
2. Sign the second page of the agreement, above your name.
3. Scan a copy of the signed agreement and send it to me by email as soon as possible today.
4. Put the original in the post to me to arrive no later than 16 January 2014.
5. Once, I have the document with your original signature, the company will send the cheque to me. I will then forward it to our Victoria office for processing and a cheque will be mailed to you. Please provide me with your mailing address in Toronto.

I hope all the above makes sense. Please call me on 604 664 7870 if you have any questions.

Kind regards,

Helen

Helen Gregg

Gregg, Helen JTST:EX

From: Gregg, Helen JTST:EX
Sent: Thursday, January 15, 2015 9:48 AM
To: s.22
Subject: Employment Standards complaint: s.22
Attachments: 20150115094714.pdf

Dear Northstar International Motor Hotel Ltd.

This is to confirm that I have received the original signed settlement agreement from the complainant. Please ensure that I receive the cheque for \$1,279.00 made payable to the complainant, at the address below no later than 4pm on 23 January. If you withhold any applicable statutory deductions you must include a wage statement with the cheque.

Kind regards,

Helen

Helen Gregg
Industrial Relations Officer
Employment Standards Branch
Ministry of Jobs, Tourism and Skills Training
and Minister Responsible for Labour
250 - 4600 Jacombs Road
Richmond, BC V6V 3B1

Email: helen.gregg@gov.bc.ca

Gregg, Helen JTST:EX

From: Gregg, Helen JTST:EX
Sent: Wednesday, January 7, 2015 11:25 AM
To: s.22
Subject: Settlement agreement
Attachments: 20150107111902.pdf

Dear s.22

A copy of the settlement agreement is attached. Please follow these instructions carefully to ensure it is signed correctly.

Firstly, please review the agreement. If there is anything you are unsure about please let me know. Essentially, what the agreement does is settle the Employment Standards Act claim in return for the settlement payment. Your former employer and myself have signed one copy of the agreement, but once you have signed a separate document the agreement will be binding.

If you are comfortable with everything, please could you:

1. Initial both pages in the bottom right hand corner.
2. Sign the second page of the agreement, above your name.
3. Scan a copy of the signed agreement and send it to me by email as soon as possible today.
4. Put the original in the post to me to arrive no later than 16 January 2014.
5. Once, I have the document with your original signature, the company will send the cheque to me. I will then forward it to our Victoria office for processing and a cheque will be mailed to you. Please provide me with your mailing address in Toronto.

I hope all the above makes sense. Please call me on 604 664 7870 if you have any questions.

Kind regards,

Helen

Helen Gregg
Industrial Relations Officer
Employment Standards Branch
Ministry of Jobs, Tourism and Skills Training
and Minister Responsible for Labour
250 - 4600 Jacombs Road
Richmond, BC V6V 3B1

Email: helen.gregg@gov.bc.ca

Gregg, Helen JTST:EX

From: Mail Delivery Subsystem <postmaster@gems9.gov.bc.ca>
To: s.22
Sent: Wednesday, January 7, 2015 11:25 AM
Subject: Relayed: Settlement agreement

Delivery to these recipients or groups is complete, but no delivery notification was sent by the destination server:

s.22

Subject: Settlement agreement

Gregg, Helen JTST:EX

From: Gregg, Helen JTST:EX
Sent: Wednesday, January 7, 2015 3:30 PM
To: s.22
Subject: RE: s.22 settlement/Toronto

Thanks s.22. I will wait for the hardcopy before asking the employer to cut the cheque. You also need to provide me with your address so that I can send the cheque on to you.

Kind regards,

Helen

-----Original Message-----

From: s.22
Sent: Wednesday, January 7, 2015 2:46 PM
To: Gregg, Helen JTST:EX
Subject: s.22 settlement/Toronto

Page 162

Withheld pursuant to/removed as

DUPLICATE

Gregg, Helen JTST:EX

From: Ramsay, David LBR:EX
Sent: Monday, December 15, 2014 3:30 PM
To: Gregg, Helen JTST:EX
Subject: ER 010-772 NORTHSTAR INTERNATIONAL MOTOR HOTEL LTD. EE to participate by phone

Hi Helen,

Per our discussion earlier, the EE would like to participate by phone since he will be moving^{s.22} He is keeping his BC number, so he can be reached there (no need to use the conference lines).

His ph# is in CASE –^{s.22} _____

Thanks,

-David

Harris, Jo-Ann P LBR:EX

Subject: MED: Helen Gregg / ER 010-772 NORTHSTAR INTERNATIONAL MOTOR HOTEL LTD.
coba COBALT HOTEL LTD., EE s.22 / jph

Location: LBR R R2 ESB Burnaby LBR:EX; LBR R R4 ESB Burnaby LBR:EX

Start: Wed 2015-01-07 9:30 AM
End: Wed 2015-01-07 12:30 PM

Recurrence: (none)

Meeting Status: Meeting organizer

Organizer: LBR ESB Office Calendar Richmond LBR:EX

Required Attendees: Gregg, Helen JTST:EX; Harris, Jo-Ann P LBR:EX

Resources: LBR R R2 ESB Burnaby LBR:EX; LBR R R4 ESB Burnaby LBR:EX

ER requested date change from DEC 22, 2014 to JAN 7, 2015



Notice of Mediation Session

REVISED DATE

December 3, 2014

File # 010-772
Regular Mail

To: NORTHSTAR INTERNATIONAL MOTOR
HOTEL LTD.
carrying on business as
COBALT HOTEL
769 HASTINGS ST E
VANCOUVER, BC V6A 1R3

s.22

In the matter of a complaint under the *Employment Standards Act*
by s.22 against NORTHSTAR INTERNATIONAL
MOTOR HOTEL LTD. carrying on business as COBALT HOTEL

The Director of Employment Standards provides mediation services in an effort to assist the parties to resolve alleged contraventions of the *Employment Standards Act*. The Director has appointed a mediator to meet with the parties as follows:

Date: MONDAY, DECEMBER 22, 2014 / WEDNESDAY, JANUARY 7, 2015
Time: 9:30am – 12:30pm
Place: 250-4600 Jacombs Road, Richmond, BC V6V 3B1

Mediation provides an opportunity for the parties to discuss their issues in a neutral environment and come to a resolution acceptable to both of them.

For additional information, please refer to the *Employment Standards Mediation* factsheet attached.

You should bring any documents that will help to resolve the issues in dispute, such as payroll records or pay stubs, calendars, time sheets, letters etc. These documents will be made available to the other party and the mediator at the time of mediation. In the event the mediation does not result in a resolution, any documents produced will become part of the record.

Jo-Ann Harris for HELEN GREGG
Delegate of the Director of Employment Standards
Helen.Gregg@gov.bc.ca
604 664-7870

Ministry of Jobs, Tourism
and Skills Training and
Minister Responsible for
Labour

Employment Standards
Branch

Mailing Address:
250 – 4600 Jacombs Road
Richmond, B.C. V6V 3B1

Telephone: (604) 660-4946
Facsimile: (604) 713-0450



Notice of Mediation Session

December 3, 2014

File # 010-772
Regular Mail

To:	NORTHSTAR INTERNATIONAL MOTOR HOTEL LTD. carrying on business as COBALT HOTEL 769 HASTINGS ST E VANCOUVER, BC V6A 1R3	s.22
-----	--	------

**In the matter of a complaint under the *Employment Standards Act*
by^{s.22} against NORTHSTAR INTERNATIONAL
MOTOR HOTEL LTD. carrying on business as COBALT HOTEL**

The Director of Employment Standards provides mediation services in an effort to assist the parties to resolve alleged contraventions of the *Employment Standards Act*. The Director has appointed a mediator to meet with the parties as follows:

Date: MONDAY, DECEMBER 22, 2014
Time: 9:30am – 12.30pm
Place: 250–4600 Jacombs Road, Richmond, BC V6V 3B1

Mediation provides an opportunity for the parties to discuss their issues in a neutral environment and come to a resolution acceptable to both of them.

For additional information, please refer to the *Employment Standards Mediation* factsheet attached.

You should bring any documents that will help to resolve the issues in dispute, such as payroll records or pay stubs, calendars, time sheets, letters etc. These documents will be made available to the other party and the mediator at the time of mediation. In the event the mediation does not result in a resolution, any documents produced will become part of the record.

Jo-Anni Harris for **HELEN GREGG**
Delegate of the Director of Employment Standards
Helen.Gregg@gov.bc.ca
604 664-7870

**Ministry of Jobs, Tourism
and Skills Training and
Minister Responsible for
Labour**

Employment Standards
Branch

Mailing Address:

250 – 4600 Jacombs Road
Richmond, B.C. V6V 3B1

Telephone: (604) 660-4946
Facsimile: (604) 713-0450

Harris, Jo-Ann P LBR:EX

From: Harris, Jo-Ann P LBR:EX
Sent: Wednesday, December 3, 2014 12:14 PM
To: s.22
Subject: MEDIATION Date Revised: ER NORTHSTAR INTERNATIONAL MOTOR HOTEL LTD. cobra COBALT HOTEL LTD., EE s.22
Attachments: annual-vacation.pdf; averaging-agreements.pdf; complaint-resolution.pdf; deductions_wage.pdf; guide to ESA.pdf; hours_overtime.pdf; paying-wages.pdf; Quick Ref Guide-For ERs - highlights.pdf; Complaint Form - ER 010-772 NORTHSTAR INTERNATIONAL MOTOR HOTEL LTD. cob....pdf; mediation.pdf; RICHMOND-ESB Map - Driving-Parking Instructions.pdf

Importance: High

Good day s.22

The Mediation date has been revised to accommodate the other party's out-of-country arrangements.

Mediation In Person:

Date: MONDAY, DECEMBER 22, 2014 / WEDNESDAY, JANUARY 7, 2015

Time: 9:30am -- 12:30pm

Place: 250-4600 Jacombs Road, Richmond, BC V6V 3B1

With HELEN GREGG

Delegate of the Director of Employment Standards

Helen.Gregg@gov.bc.ca

604 664-7870

If a decision to resolve this matter is made, prior to the set mediation date, please contact me. Upon confirming the other party's agreement with the resolution, the mediation can be cancelled and arrangements made for payment pickup from the Richmond Employment Standards office. I can be reached directly via an e-mail response JoAnn.Harris@gov.bc.ca or at 604-713-0423.

Jo-Ann Harris

Employment Standards Branch

Ministry of Jobs, Tourism and Skills Training and Minister Responsible for Labour

250 - 4600 Jacombs Road, Richmond, BC V6V 3B1

Tel: (604) 713-0423

Fax: (604) 713-0450

From: Harris, Jo-Ann P LBR:EX

Sent: Tuesday, December 2, 2014 4:47 PM

To: s.22

Subject: MEDIATION: ER NORTHSTAR INTERNATIONAL MOTOR HOTEL LTD. cobra COBALT HOTEL LTD., EE s.22
s.22

Importance: High

Good day s.22

If a complaint is not resolved with the education provided, it is referred to Mediation, where both parties are asked to provide anything they think will be helpful to resolve the dispute, such as payroll info, records of hours worked and

wages paid, and documentation of disciplinary actions. An **Employment Standards Officer** of the Branch conducts the mediation, which is an informal and ½ day in person meeting between the Employer & Complainant. The person attending on behalf of the employer must have signing authority for the company. If the parties resolve their dispute in mediation, the officer will help them draft a "Settlement Agreement" that both the Employer & Complainant will sign. This agreement is binding on both parties. If it is not honoured, it can be filed in Supreme Court & enforced. Even if mediation does not resolve the dispute, it may help clarify the issues, understand each other's point of view, and identify what facts are agreed upon, and what issues remain in dispute.

With regards to the educated Employment Standards complaint/request, the following mediation date has been set up.

Mediation In Person:

Date: MONDAY, DECEMBER 22, 2014

Time: 9:30am – 12:30pm

Place: 250-4600 Jacombs Road, Richmond, BC V6V 3B1

With HELEN GREGG

Delegate of the Director of Employment Standards

Helen.Gregg@gov.bc.ca

604 664-7870

For mediation inquiries please contact the above Officer.

In addition to this notification, attached are the Employment Standards Mediation Factsheet and Office location maps. A mediation package will be mailed to the address provided. Be sure to notify of any contact changes.

s.22

If a decision to resolve this matter is made, prior to the set mediation date, please contact me. Upon confirming the other party's agreement with the resolution, the mediation can be cancelled and arrangements made for payment pickup from the Richmond Employment Standards office.

Jo-Ann Harris

Employment Standards Branch

Ministry of Jobs, Tourism and Skills Training and Minister Responsible for Labour

250 – 4600 Jacombs Road, Richmond, BC V6V 3B1

Tel: (604) 713-0423

Fax: (604) 713-0450

From: Harris, Jo-Ann P LBR:EX

Sent: Friday, November 28, 2014 2:26 PM

To: s.22

Subject: EDUCATION: ER NORTHSTAR INTERNATIONAL MOTOR HOTEL LTD. cobra COBALT HOTEL LTD., EE s.22
s.22

Importance: High

Good day s.22

Please know that the Employment Standards Branch represents the BC Employment Standards Act with regards to complaints made by either an employee or an employer. I am an **Employment Standards Assistant** and my role is neutral and to educate both the complainant and the employer. I do this by reviewing a complaint and evidence submitted and by contacting the parties to see if a resolution has been reached. If not, I will gather more information and explain the provisions of the BC Employment Standards Act. If an employer resolves a complaint at the education stage of the process and pays any money owing, no further action is taken and the file can be closed.

With regards to **your** Employment Standards complaint/request for **REGULAR WAGES (01-JUN-2014 to 15-JUN-2014): \$1,025.00 + OVERTIME (05-AUG/15-DEC-2013 to 15-JUN-2014): \$1,985.00 + 4% VACATION PAY (15-MAR-2014 to 15-JUN-2014): \$254.00 = \$3,264**, attached are the Employment Standards Factsheets pertaining to the complaint. This same information is shared with the other party.

QUESTIONS:

1. Have you had any contact with the other party since August 26, 2014?
2. If so, has the complaint matter been resolved?
3. If not and taking into consideration the ESA six month reach back/time limitation, a recalculation of **OVERTIME (05-AUG/15-DEC-2013 to 15-JUN-2014): \$1,985.00** may apply. If so, can you please notify of your revised overtime amount?

ESA Section 58 - Vacation pay

<http://www.labour.gov.bc.ca/esb/igm/esa-part-7/igm-esa-s-58.htm>

Limitations on Collection of Vacation Pay

Terminated employees can claim for past vacation pay entitlements subject to certain time limits. The amount of vacation pay that can be claimed under the Act is determined by the employee's anniversary date, the dates vacations were taken and the date of termination.

Section 80 of the Act limits recovery of wages to those wages which become payable within 6 months of the date of the complaint or termination of employment, whichever is earlier.

The maximum vacation pay entitlement could be up to 30 months less a day.

See s.80 for information on limits to vacation pay recovery under the Act.

ESA Section 80 - Limit on amount of wages required to be paid

<http://www.labour.gov.bc.ca/esb/igm/esa-part-10/igm-esa-s-80.htm>

There are limits to the amount of unpaid wages that can be recovered through the Act.

Subsection (1)

Recovery of Wages - 6 Month Limitation

Wage recovery is generally limited to wages that became payable as follows:

- If employment has ended, wages that became payable in the last six months of employment;
- If employment is ongoing, wages that became payable in the six months before the date the complaint was filed;

The director does not have to receive a complaint before starting an investigation. The director, under s.76(2), can start an investigation to ensure compliance with the Act and regulations. In this case, recovery is limited to wages that became payable beginning six months before the director first told the employer of the investigation which results in outstanding wages.

Where an employee continues to be employed after filing a complaint, the director will advise the employer that any contraventions are to be remedied going forward. At the end of the complaint resolution process, (or six months after the complaint is received if the complaint is not yet resolved), the director will commence a further investigation under s.76(2) of the Act to ensure that any contraventions identified as a result of the employee's complaint have not continued after the date of that complaint.

ESA Section 124 - Limited period

<http://www.labour.gov.bc.ca/esb/igm/esa-part-14/igm-esa-s124.htm>

Limitation period

No proceeding for an offence under this Act may be commenced in any court more than 2 years after the facts on which the proceeding is based first come to the director's knowledge.

ESA Section 74 - Complaint and time limit

<http://www.labour.gov.bc.ca/esb/igm/esa-part-9/igm-esa-s-74.htm>

74. (1) An employee, former employee or other person may complain to the director that a person has contravened

- (a) a requirement of Parts 2 to 8 of this Act; or
- (b) a requirement of the regulations specified under section 127 (2) (i).

(2) A complaint must be in writing and must be delivered to an office of the Employment Standards Branch.

(3) A complaint relating to an employee whose employment has terminated must be delivered under subsection (2) within 6 months after the last day of employment.

(3.1) Subsection (3) applies to an employee whose employment is terminated following a temporary layoff and, for that purpose, the last day of the temporary layoff is deemed to be the last day of employment referred to in subsection (3).

(4) A complaint that a person has contravened a requirement of section 8, 10 or 11 must be delivered under subsection (2) within 6 months after the date of the contravention.

Minimum Wage

The minimum wage in British Columbia is \$10.25 per hour.

Minimum wage applies to all employees regardless of how they are paid - hourly, salary, commission or other incentive basis. Salespersons on straight commission must be paid at least minimum wage for all hours worked in a pay period.

Minimum wage rates for live-in home support workers, resident caretakers and farm workers who hand harvest certain fruit and vegetable crops are set out in the Employment Standards Regulation.

Employees who serve liquor are entitled to the liquor server minimum wage. Tips or gratuities are not wages. Employees must be paid at least minimum wage in addition to any tips or gratuities they receive. The liquor server minimum wage is \$9.00 per hour.

Factsheet: [Minimum Wage](#)

Paydays and Payroll Records

All employees must be paid at least twice a month.

A pay period cannot be longer than 16 days.

All wages earned in a pay period must be paid within eight days after the end of the pay period.

Employees must receive a written or electronic pay statement (pay stub) each pay day that gives all details about hours worked, rate(s) of pay, earnings and deductions. Employers must keep payroll records for each employee for two years after employment ends.

An employee must be paid in full within 48 hours after the employer ends the employment, or within six days if the employee quits. This time is by the clock and the calendar - not business hours or business days.

Factsheets: [Paying Wages](#), [Keeping Records](#)

Overtime

Daily overtime pay is time-and-a-half after eight hours worked in a day and double time after 12 hours worked in a day.

Weekly overtime is time-and-a-half after 40 hours worked in a week. Only the first eight hours worked in a day count towards weekly overtime.

Factsheet: [Hours of Work and Overtime](#)

Averaging Agreements

An employer and an employee can agree to average scheduled work hours over a period of one, two, three, four weeks. Averaging agreements must be in writing, and have a start date and an end date.

Overtime is payable:

- After eight hours in a day if extra hours have been added to an employee's schedule, or
- If the employee works more than an average of 40 hours in a week over the averaging period (e.g., 80 hours over two weeks, 120 hours over three weeks.)

See: [Averaging Agreements](#)

Deductions

An employer must make deductions from wages required by law (e.g., income tax, EI, CPP). Other deductions may be made if the employee agrees in writing.

An employer cannot deduct any of the employer's business costs from wages. This includes cash shortages, breakage, damage to company property or loss resulting from a customer leaving without paying.

Factsheet: [Deductions](#)

Compensation for Length of Service

After three months of consecutive employment an employee may be eligible for compensation, written working notice, or a combination of the two as follows:

- After three months - one week;
- After 12 months - two weeks;
- After three years - one week for each completed year of employment, to a maximum of eight weeks.

No compensation is required when an employee quits, retires or is terminated for just cause. It is up to the employer to show termination was for just cause.

Additional notice or pay is required if 50 or more employees are terminated within a two-month period at a single location.

Factsheet: [Termination of Employment / Just Cause](#)

Vacation Pay

When an employee takes a vacation after completing one year of employment, vacation pay must be at least four per cent of the employee's total earnings from the previous year.

After five consecutive years of employment, vacation pay increases to six per cent.

A person who is employed for less than one year is not entitled to take a vacation, but must be paid four per cent vacation pay on termination of employment.

Vacation pay is not payable if a person is employed for five calendar days or less.

Factsheet: [Annual Vacation](#)

Resolving Disputes

Employers and employees are encouraged to resolve disputes themselves. The Director of Employment Standards can refuse to investigate a complaint if an employee has not taken steps to resolve the problem with the employer. This includes using a Self-Help kit that is available online and at all Employment Standards offices.

If a dispute cannot be resolved using the Self-Help Kit, a complaint may be filed using complaint forms available at Employment Standards offices and online.

The Employment Standards Branch helps many employers and employees to resolve complaints informally. If that is not possible a decision is issued which includes mandatory administrative penalties.

Factsheet: [Complaint Resolution](#)

Contacting the Employment Standards Branch

For general inquiries, contact the Employment Standards Branch Information Line at:

1-800-663-3316 (toll-free in British Columbia),

or 250-612-4100 from out of the province or within the Prince George area.

If a complaint is not resolved with the education provided, it is referred to Mediation, where both parties are asked to provide anything they think will be helpful to resolve the dispute, such as payroll info, records of hours worked and wages paid, and documentation of disciplinary actions. An **Employment Standards Officer** of the Branch conducts the mediation, which is an informal and ½ day in person meeting between the Employer & Complainant. The person attending on behalf of the employer must have signing authority for the company. If the parties resolve their dispute in mediation, the officer will help them draft a "Settlement Agreement" that both the Employer & Complainant will sign. This agreement is binding on both parties. If it is not honoured, it can be filed in Supreme Court & enforced. Even if mediation does not resolve the dispute, it may help clarify the issues, understand each other's point of view, and identify what facts are agreed upon, and what issues remain in dispute.

Please let me know if this matter has been resolved and if so the amount agreed upon. I can be reached directly via an e-mail response or at 604-713-0423. Otherwise, I will be in touch with you again to gather more information.

Jo Ann Harris

Employment Standards Branch

Ministry of Jobs, Tourism and Skills Training and Minister Responsible for Labour

250 - 4500 Jacombs Road, Richmond, BC V6V 3B1

Tel: (604) 713-0423

Fax: (604) 713-0450

Harris, Jo-Ann P LBR:EX

From: Harris, Jo-Ann P LBR:EX
Sent: Wednesday, December 3, 2014 12:26 PM
To: s.22
Subject: MEDIATION Date Change: ER 010-772 NORTHSTAR INTERNATIONAL MOTOR HOTEL LTD. cobra COBALT HOTEL LTD., EE s.22
Attachments: annual-vacation.pdf; averaging-agreements.pdf; complaint-resolution.pdf; deductions_wage.pdf; guide to ESA.pdf; hours_overtime.pdf; paying-wages.pdf; Quick Ref Guide-For ERs - highlights.pdf; Complaint Form - ER 010-772 NORTHSTAR INTERNATIONAL MOTOR HOTEL LTD. cobra COBALT HOTEL LTD., EE s.22 s.22 pdf; mediation.pdf; RICHMOND-ESB Map - Driving-Parking Instructions.pdf
Importance: High

Good day s.22 / (PAUL) PARKASH SAHOTA/GURDYAL SINGH...

As requested the Mediation date has been revised to accommodate signing authority s.22 s.22 arrangements.

Mediation In Person:

Date: MONDAY, DECEMBER 22, 2014 / WEDNESDAY, JANUARY 7, 2015

Time: 9:30am – 12:30pm

Place: 250-4600 Jacombs Road, Richmond, BC V6V 3B1

With HELEN GREGG

Delegate of the Director of Employment Standards

Helen.Gregg@gov.bc.ca

604 664-7870

If a decision to resolve this matter is made, prior to the set mediation date, please contact me. Upon confirming the other party's agreement with the resolution, the mediation can be cancelled and arrangements made for payment pickup from the Richmond Employment Standards office. I can be reached directly via an e-mail response JoAnn.Harris@gov.bc.ca or at 604-713-0423.

Jo-Ann Harris

Employment Standards Branch

Ministry of Jobs, Tourism and Skills Training and Minister Responsible for Labour

250 – 4600 Jacombs Road, Richmond, BC V6V 3B1

Tel: (604) 713-0423

Fax: (604) 713-0450

From: s.22 [s.22]
Sent: Wednesday, December 3, 2014 10:50 AM
To: Harris, Jo-Ann P LBR:EX
Subject: Re: MEDIATION: ER 010-772 NORTHSTAR INTERNATIONAL MOTOR HOTEL LTD. cobra COBALT HOTEL LTD., s.22 s.22

WEDNESDAY, JANUARY 7, 2015 at 12:30 PM attend in Person

Thank you

s.22

Sahota & Associates

☎ 604-838-4487

604-255-8471

Sent from my iPhone. Please excuse the typos and grammar.

On Dec 3, 2014, at 10:46 AM, Harris, Jo-Ann P LBR:EX <JoAnn.Harris@gov.bc.ca> wrote:

Thank you for confirming your signing authority. Do you want a teleconference on **MONDAY, DECEMBER 22, 2014 at 9:30am – 12:30pm PST** or to attend in person on **WEDNESDAY, JANUARY 7, 2015 at 9:30AM-12:30PM?**

Jo-Ann Harris

Employment Standards Branch

Ministry of Jobs, Tourism and Skills Training and Minister Responsible for Labour

250 – 4600 Jacobs Road, Richmond, BC V6V 3B1

Tel: (604) 713-0423

Fax: (604) 713-0450

From: s.22 [s.22]

Sent: Wednesday, December 3, 2014 10:40 AM

To: Harris, Jo-Ann P LBR:EX

Subject: Re: MEDIATION: ER 010-772 NORTHSTAR INTERNATIONAL MOTOR HOTEL LTD. coba COBALT HOTEL LTD., EE s.22

I do have signing authority, and I'm the representative for the owners. We are not prepared to settle this claim at this moment

Thanks

s.22

Sahota & Associates

604-838-4487

604-255-8471

Sent from my iPhone. Please excuse the typos and grammar.

On Dec 3, 2014, at 10:37 AM, Harris, Jo-Ann P LBR:EX <JoAnn.Harris@gov.bc.ca> wrote:

Good morning s.22

Yesterday you stated, "I'll be s.22, we would like to settle this up we can't reach the claimant" and I offered to assist with this if you are able to provide an amount to share with the other party. Today you mentioned, "We would like to set up a mediation but I won't be available in Canada till January 4 2015."

Do you have company signing authority? The person attending must have this. I understand the owners/directors to be PARKASH SAHOTA/GURDYAL SINGH. If you do not have signing authority, then one of them must attend and perhaps they can do so on the set Mediation date of **MONDAY, DECEMBER 22, 2014 at 9:30am – 12:30pm.**

Please know that a teleconference can be arranged but you must provide a telephone number that the mediator can call you at on **MONDAY, DECEMBER 22, 2014 at 9:30am – 12:30pm PST.** Otherwise **WEDNESDAY, JANUARY 7, 2015 at 9:30AM-12:30PM** may be arranged.

Let me know if you have signing authority and your decision this morning. Thank you

Jo-Ann Harris

Employment Standards Branch

Ministry of Jobs, Tourism and Skills Training and Minister Responsible for Labour

250 – 4600 Jacobs Road, Richmond, BC V6V 3B1

Tel: (604) 713-0423

Fax: (604) 713-0450

From: Harris, Jo-Ann P LBR:EX

Sent: Tuesday, December 2, 2014 4:47 PM

To: s.22

Subject: MEDIATION: ER 010-772 NORTHSTAR INTERNATIONAL MOTOR HOTEL LTD. coba COBALT HOTEL LTD., EE s.22

Importance: High

Good day s.22

(PAUL) PARKASH SAHOTA/GURDYAL SINGH...

If a complaint is not resolved with the education provided, it is referred to Mediation, where both parties are asked to provide anything they think will be helpful to resolve the dispute, such as payroll info, records of hours worked and wages paid, and documentation of disciplinary actions. An **Employment Standards Officer** of the Branch conducts the mediation, which is an informal and ½ day in person meeting between the Employer & Complainant. The person attending on behalf of the employer must have signing authority for the company. If the parties resolve their dispute in mediation, the officer will help them draft a "Settlement Agreement" that both the Employer & Complainant will sign. This agreement is binding on both parties. If it is not honoured, it can be filed in Supreme Court & enforced. Even

if mediation does not resolve the dispute, it may help clarify the issues, understand each other's point of view, and identify what facts are agreed upon, and what issues remain in dispute.

With regards to the educated Employment Standards complaint/request, the following mediation date has been set up.

Mediation In Person:

Date: MONDAY, DECEMBER 22, 2014

Time: 9:30am – 12:30pm

Place: 250-4600 Jacombs Road, Richmond, BC V6V 3B1

With HELEN GREGG

Delegate of the Director of Employment Standards

Helen.Gregg@gov.bc.ca

604 664-7870

For mediation inquiries please contact the above Officer.

In addition to this notification, attached are the Employment Standards Mediation Factsheet and Office location maps. A mediation package will be mailed to the address provided. Be sure to notify of any contact changes.

PARKASH SAHOTA/GURDYAL SINGH

s.22

NORTHSTAR INTERNATIONAL MOTOR HOTEL LTD.
coba COBALT HOTEL LTD.
769 HASTINGS STREET EAST
VANCOUVER, BC V6A 1R3
ATTN: PARKASH SAHOTA/GURDYAL SINGH

NORTHSTAR INTERNATIONAL MOTOR HOTEL LTD.
coba COBALT HOTEL LTD.
915-917 MAIN STREET
VANCOUVER, BC V6A 2V8
ATTN: PARKASH SAHOTA/GURDYAL SINGH

If a decision to resolve this matter is made, prior to the set mediation date, please contact me. Upon confirming the other party's agreement with the resolution, the mediation can be cancelled and arrangements made for payment pickup from the Richmond Employment Standards office.

Jo-Ann Harris

Employment Standards Branch
Ministry of Jobs, Tourism and Skills Training and Minister Responsible for Labour
250-4600 Jacombs Road, Richmond, BC V6V 3B1
Tel: (604) 713-0423
Fax: (604) 713-0450

From: Harris, Jo-Ann P LBR:EX

Sent: Tuesday, December 2, 2014 12:59 PM

To: s.22

Cc:

Subject: EDUCATION: ER 010-772 NORTHSTAR INTERNATIONAL MOTOR HOTEL LTD. coba COBALT HOTEL LTD., EE

s.22

Importance: High

Good day s.22

!(PAUL) PARKASH SAHOTA/GURDYAL SINGH ...

Please know that the Employment Standards Branch does not represent either party. It represents the Act as it pertains to a complaint. My role is neutral, to educate and hopefully assist the employee and employer with coming to a voluntary resolution via my telephone and e-mail contact. **Your participation is important as it will provide the employer's position on the complaint matter.**

If after contacting both parties, a complaint is not resolved through the education provided, it is next referred to **Mediation** where both parties are asked to bring anything they think will be helpful to resolve the dispute, such as

payroll info, records of hours worked and wages paid, and documentation of disciplinary actions. An **Employment Standards Officer** of the Branch conducts mediations, which is an informal and in person meeting and ½ day in person meeting between the employer and employee. If the parties resolve their dispute in mediation, the officer will help them draft a "**Settlement Agreement**" that both the complainant and the employer will sign. This agreement is binding on both parties. If it is not honoured, it can be filed in Supreme Court & enforced. Even if mediation does not resolve the dispute, it may help clarify the issues, understand each other's point of view, and identify what facts are agreed upon, and what issues remain in dispute.

However without the employer's participation, the file must be referred to the more formal adjudication /complaint hearing where an officer of the Employment Standards Branch is appointed to hear the parties give evidence under oath on the issues that gave rise to the complaint. The officer's job is to hear evidence from the parties, including evidence from any witnesses the parties choose to call. After the conclusion of the hearing, the officer will issue a written decision called a "**Determination**". This Determination can be filed and enforced in the same manner as a judgment of the B.C. Supreme Court.

Mediations: require 1-3 hours and are informal, without prejudice and no decision is made.

Adjudications: require a full day, are formal and a decision is made regarding the issue(s), and possible penalties could be incurred (\$500.00 for each contravention of the Act, if wages are found to be owed).

The Employment Standards Factsheets: *Mediation, Adjudication and Enforcement and Penalties* have been attached for your review.

My office hours are Monday to Friday 8:30am – 4:50pm and hearing from you today will assist with the administration of this file. I can be reached directly via an e-mail response JoAnn.Harris@gov.bc.ca or at **604-713-0423**.

Jo-Ann Harris

Employment Standards Branch

Ministry of Jobs, Tourism and Skills Training and Minister Responsible for Labour

250 – 4600 Jacombs Road, Richmond, BC V6V 3B1

Tel: (604) 713-0423

Fax: (604) 713-0450

From: Harris, Jo-Ann P LBR:EX

Sent: Friday, November 28, 2014 2:49 PM

To: s.22

Subject: EDUCATION: ER 010-772 NORTHSTAR INTERNATIONAL MOTOR HOTEL LTD. coba COBALT HOTEL LTD., EE
s.22

Importance: High

Good day |s.22

/((PAUL) PARKASH SAHOTA/GURDYAL SINGH ...

Please know that the Employment Standards Branch represents the BC Employment Standards Act with regards to complaints made by either an employee or an employer. I am an **Employment Standards Assistant** and my role is neutral and to educate both the complainant and the employer. I do this by reviewing a complaint and evidence submitted and by contacting the parties to see if a resolution has been reached. If not, I will gather more information and explain the provisions of the BC Employment Standards Act. If an employer resolves a complaint at the education stage of the process and pays any money owing, no further action is taken and the file can be closed.

With regards to s.22

Employment Standards complaint/request for **REGULAR WAGES** (01-JUN-2014 to 15-JUN-2014): **\$1,025.00** + **OVERTIME** (05-AUG/15-DEC-2013 to 15-JUN-2014): **\$1,985.00** + **4% VACATION PAY** (15-MAR-2014 to 15-JUN-2014): **\$254.00** = **\$3,264**, attached are the Employment Standards Factsheets pertaining to the complaint. This same information is shared with the other party.

QUESTIONS:

1. Have you had any contact with the other party since August 26, 2014?

2. If so, has the complaint matter been resolved?
3. If not, can you provide your payroll records of the alleged days/hours wages/paid to ^{s.22}

s.22

ESA Section 58 - Vacation pay

<http://www.labour.gov.bc.ca/esb/igm/esa-part-7/igm-esa-s-58.htm>

Limitations on Collection of Vacation Pay

Terminated employees can claim for past vacation pay entitlements subject to certain time limits. The amount of vacation pay that can be claimed under the Act is determined by the employee's anniversary date, the dates vacations were taken and the date of termination.

Section 80 of the Act limits recovery of wages to those wages which become payable within 6 months of the date of the complaint or termination of employment, whichever is earlier.

The maximum vacation pay entitlement could be up to 30 months less a day.

See s.80 for information on limits to vacation pay recovery under the Act.

ESA Section 80 - Limit on amount of wages required to be paid

<http://www.labour.gov.bc.ca/esb/igm/esa-part-10/igm-esa-s-80.htm>

There are limits to the amount of unpaid wages that can be recovered through the Act.

Subsection (1)

Recovery of Wages – 6 Month Limitation

Wage recovery is generally limited to wages that became payable as follows:

- If employment has ended, wages that became payable in the last six months of employment;
- If employment is ongoing, wages that became payable in the six months before the date the complaint was filed;

The director does not have to receive a complaint before starting an investigation. The director, under s.76(2), can start an investigation to ensure compliance with the Act and regulations. In this case, recovery is limited to wages that became payable beginning six months before the director first told the employer of the investigation which results in outstanding wages.

Where an employee continues to be employed after filing a complaint, the director will advise the employer that any contraventions are to be remedied going forward. At the end of the complaint resolution process, (or six months after the complaint is received if the complaint is not yet resolved), the director will commence a further investigation under s.76(2) of the Act to ensure that any contraventions identified as a result of the employee's complaint have not continued after the date of that complaint.

ESA Section 124 - Limited period

<http://www.labour.gov.bc.ca/esb/igm/esa-part-14/igm-esa-s124.htm>

Limitation period

No proceeding for an offence under this Act may be commenced in any court more than 2 years after the facts on which the proceeding is based first come to the director's knowledge.

ESA Section 74 - Complaint and time limit

<http://www.labour.gov.bc.ca/esb/igm/esa-part-9/igm-esa-s-74.htm>

74. (1) An employee, former employee or other person may complain to the director that a person has contravened

- (a) a requirement of Parts 2 to 8 of this Act, or
(b) a requirement of the regulations specified under section 127 (2) (I).

(2) A complaint must be in writing and must be delivered to an office of the Employment Standards Branch.

(3) A complaint relating to an employee whose employment has terminated must be delivered under subsection (2) within 6 months after the last day of employment.

(3.1) Subsection (3) applies to an employee whose employment is terminated following a temporary layoff and, for that purpose, the last day of the temporary layoff is deemed to be the last day of employment referred to in subsection (3).

(4) A complaint that a person has contravened a requirement of section 8, 10 or 11 must be delivered under subsection (2) within 6 months after the date of the contravention.

Minimum Wage

The minimum wage in British Columbia is \$10.25 per hour.

Minimum wage applies to all employees regardless of how they are paid - hourly, salary, commission or other incentive basis. Salespersons on straight commission must be paid at least minimum wage for all hours worked in a pay period.

Minimum wage rates for live-in home support workers, resident caretakers and farm workers who hand harvest certain fruit and vegetable crops are set out in the Employment Standards Regulation.

Employees who serve liquor are entitled to the liquor server minimum wage. Tips or gratuities are not wages. Employees must be paid at least minimum wage in addition to any tips or gratuities they receive. The liquor server minimum wage is \$9.00 per hour.

Factsheet: [Minimum Wage](#)

Paydays and Payroll Records

All employees must be paid at least twice a month.

A pay period cannot be longer than 16 days.

All wages earned in a pay period must be paid within eight days after the end of the pay period.

Employees must receive a written or electronic pay statement (pay stub) each pay day that gives all details about hours worked, rate(s) of pay, earnings and deductions. Employers must keep payroll records for each employee for two years after employment ends.

An employee must be paid in full within 48 hours after the employer ends the employment, or within six days if the employee quits. This time is by the clock and the calendar – not business hours or business days.

Factsheets: [Paying Wages](#), [Keeping Records](#)

Overtime

Daily overtime pay is time-and-a-half after eight hours worked in a day and double time after 12 hours worked in a day.

Weekly overtime is time-and-a-half after 40 hours worked in a week. Only the first eight hours worked in a day count towards weekly overtime.

Factsheet: [Hours of Work and Overtime](#)

Averaging Agreements

An employer and an employee can agree to average scheduled work hours over a period of one, two, three, four weeks. Averaging agreements must be in writing, and have a start date and an end date.

Overtime is payable:

- After eight hours in a day if extra hours have been added to an employee's schedule, or
- If the employee works more than an average of 40 hours in a week over the averaging period (e.g., 80 hours over two weeks, 120 hours over three weeks.)

See: [Averaging Agreements](#)

Deductions

An employer must make deductions from wages required by law (e.g., income tax, EI, CPP). Other deductions may be made if the employee agrees in writing.

An employer cannot deduct any of the employer's business costs from wages. This includes cash shortages, breakage, damage to company property or loss resulting from a customer leaving without paying.

Factsheet: [Deductions](#)

Compensation for Length of Service

After three months of consecutive employment an employee may be eligible for compensation, written working notice, or a combination of the two as follows:

- After three months – one week;
- After 12 months – two weeks;
- After three years – one week for each completed year of employment, to a maximum of eight weeks.

No compensation is required when an employee quits, retires or is terminated for just cause. It is up to the employer to show termination was for just cause.

Additional notice or pay is required if 50 or more employees are terminated within a two-month period at a single location.

Factsheet: [Termination of Employment / Just Cause](#)

Vacation Pay

When an employee takes a vacation after completing one year of employment, vacation pay must be at least four per cent of the employee's total earnings from the previous year.

After five consecutive years of employment, vacation pay increases to six per cent.

A person who is employed for less than one year is not entitled to take a vacation, but must be paid four per cent vacation pay on termination of employment.

Vacation pay is not payable if a person is employed for five calendar days or less.

Factsheet: [Annual Vacation](#)

Resolving Disputes

Employers and employees are encouraged to resolve disputes themselves. The Director of Employment Standards can refuse to investigate a complaint if an employee has not taken steps to resolve the problem with the employer. This includes using a Self-Help Kit that is available online and at all Employment Standards offices.

If a dispute cannot be resolved using the [Self-Help Kit](#), a complaint may be filed using complaint forms available at Employment Standards offices and online.

The Employment Standards Branch helps many employers and employees to resolve complaints informally. If that is not possible a decision is issued which includes mandatory administrative penalties.

Factsheet: [Complaint Resolution](#)

Contacting the Employment Standards Branch

For general inquiries, contact the [Employment Standards Branch](#) Information Line at:

1 800 663-3316 (toll-free in British Columbia),

or 250 612-4100 from out of the province or within the Prince George area.

If a complaint is not resolved with the education provided, it is referred to Mediation, where both parties are asked to provide anything they think will be helpful to resolve the dispute, such as payroll info, records of hours worked and

wages paid, and documentation of disciplinary actions. An **Employment Standards Officer** of the Branch conducts the mediation, which is an informal and ½ day in person meeting between the Employer & Complainant. The person attending on behalf of the employer must have signing authority for the company. If the parties resolve their dispute in mediation, the officer will help them draft a "Settlement Agreement" that both the Employer & Complainant will sign. This agreement is binding on both parties. If it is not honoured, it can be filed in Supreme Court & enforced. Even if mediation does not resolve the dispute, it may help clarify the issues, understand each other's point of view, and identify what facts are agreed upon, and what issues remain in dispute.

Please let me know if this matter has been resolved and if so the amount agreed upon. I can be reached directly via an e-mail response or at **604-713-0423**. Otherwise, I will be in touch with you again to gather more information.

Jo-Anne Harris

Employment Standards Branch
Ministry of Jobs, Tourism and Skills Training and Minister Responsible for Labour
250 – 4600 Jacombs Road, Richmond, BC V6V 3B1
Tel: (604) 713-0423
Fax: (604) 713-0450

ESA CHECKLIST-Jo-Ann

ER#: 010-772

ASSIGNMENT #: 377669

EMPLOYER: NORTHSTAR INTERNATIONAL MOTOR HOTEL LTD. coba COBALT HOTEL LTD.

COMPLAINANT(s): s.22

DESCRIPTION	Yes	No	Comments
Complaint within 6 month time limit	<input checked="" type="checkbox"/>	<input type="checkbox"/>	
Confirm C's telephone number	<input checked="" type="checkbox"/>	<input type="checkbox"/>	s.22
Confirm C's address	<input checked="" type="checkbox"/>	<input type="checkbox"/>	
Confirm ER name	<input checked="" type="checkbox"/>	<input type="checkbox"/>	
Correct Corporate Registry Search on file	<input checked="" type="checkbox"/>	<input type="checkbox"/>	
Confirm ER's address	<input checked="" type="checkbox"/>	<input type="checkbox"/>	
Confirm ER's telephone number	<input checked="" type="checkbox"/>	<input type="checkbox"/>	s.22 /(PAUL) PARKASH SAHOTA/GURDYAL SINGH 604-254-3636 <i>number for bar</i> s.22
ER contacted regarding mediation. Name of person contacted	<input checked="" type="checkbox"/>	<input type="checkbox"/>	
Any alternative/direct phone numbers provided	<input checked="" type="checkbox"/>	<input type="checkbox"/>	s.22 -ACCOUNTANT 604-662-3102/ F: 604-267-9700 s.22 GURDYAL 604-735-4659 <i>not working</i> PAUL s.22
Does the person attending on behalf of the ER have signing authority for the company?	<input checked="" type="checkbox"/>	<input type="checkbox"/>	s.22 -ACCOUNTANT PARKASH SAHOTA/GURDYAL SINGH
ER has been sent copy of complaint	<input checked="" type="checkbox"/>	<input type="checkbox"/>	
C contacted regarding mediation	<input checked="" type="checkbox"/>	<input type="checkbox"/>	
CASE updated	<input checked="" type="checkbox"/>	<input type="checkbox"/>	
Coversheet on file up to date with addresses and telephone numbers	<input checked="" type="checkbox"/>	<input type="checkbox"/>	
Factsheets provided to parties?	<input checked="" type="checkbox"/>	<input type="checkbox"/>	PAYING WAGES, DEDUCTIONS-WAGE, ANNUAL VACATION, STAT HOLIDAYS, HOURS-OVERTIME, AVERAGING AGREEMENT, KEEPING RECORDS, COMPLAINT-RESOLUTION, GUIDE TO ESA, QUICK REF GUIDE - FOR ER'S, MEDIATION ESA Section 58 - Vacation pay ESA Section 80 - Limit on amount of wages required to be paid ESA Section 124 - Limited period ESA Section 74 - Complaint and time limit

ESA CHECKLIST-Jo-Ann

ER#: 010-772

ASSIGNMENT #: 377669

EMPLOYER: NORTHSTAR INTERNATIONAL MOTOR HOTEL LTD. coba COBALT HOTEL LTD.

COMPLAINANT(s): s.22

Other Notes:

28-NOV-2014 TT/TF/ET EE s.22

provided ESB EDUC. EE said:

- Was Is.22 & QUIT
- SHK USED and the matter has not been resolved.
- He is a CHEF and has found other employment
- Does not have a record of days/hours worked/owed
- ER paid wages late
- Requesting REG WAGES (01-JUN-2014 to 15-JUN-2014): \$1,025.00 + OVT (05-AUG/15-DEC-2013 to 15-JUN-2014): \$1,985.00 + 4% VAC PAY (15-MAR-2014 to 15-JUN-2014): \$254.00 = \$3,264
- Position/decision: if not VR with payment/MED

28-NOV-2014 TT & ET ER s.22

/(PAUL) PARKASH SAHOTA/GURDYAL SINGH 604-254-3636 no

answer/provided ESB EDUC.

02-DEC-2014 TT & ET ER s.22

/(PAUL) PARKASH SAHOTA/GURDYAL SINGH 604-254-3636 no

answer/provided additional ESB EDUC.

ASTORIA HOTEL

769 HASTINGS ST E, VANCOUVER, BC V6A 1R3 / 604-254-3355/ s.22

NORTHSTAR INTERNATIONAL MOTOR HOTEL LTD. COBA COBALT HOTEL

917 MAIN ST, VANCOUVER, BC V6A 2V8 (leasing from owners) 778-918-3671

02-DEC-2014 TT s.22

@604-254-3355 provided ER contact info: s.22

-ACCOUNTANT 604-662-3102/

s.22

/ F: s.22

(GURDYAL PGR: s.22

)/PAUL s.22

02-DEC-2014 TT & ET ER s.22

-Acct 604-662-3102 unable to leave v-message & e-mailed ESB EDUC.

02-DEC-2014 TT/TF ER GURDYAL SINGH PGR: s.22

ER said that he will ask s.22

-Acct to respond today.

02-DEC-2014 TT/TF ER (PAUL) PARKASH SAHOTA s.22

ER said that he will ask s.22

ACCT to respond today.

02-DEC-2014 TF ER s.22

-Acct 604-662-3102. ER said was familiar with EE/rec'd ESB EDUC/will review the issues.

- EE was s.22 who QUIT
- Position/decision: set-up MED /pending VR & payroll review

Mon 2014 DEC 22 @ 9:30-12:30 / MED: Helen Gregg / ER 010-772 NORTHSTAR INTERNATIONAL MOTOR HOTEL LTD. coba COBALT HOTEL LTD., EE s.22 /jph

02-DEC-2014 MT/ET EE s.22

Acct /(PAUL) PARKASH

SAHOTA/GURDYAL SINGH provided ESB MED Pkg.

03-DEC-2014 EF ER s.22

Acct. ER confirmed signing authority & requested MED date chg after JAN 4/15.

03-DEC-2014 MT/ET EE s.22

& ER s.22

-Acct /(PAUL) PARKASH

SAHOTA/GURDYAL SINGH provided ESB MED date revised from DEC 22/14 to JAN 07/15.

Wed 2015 JAN-07 @ 9:30-12:30 / MED: Helen Gregg / ER 010-772 NORTHSTAR INTERNATIONAL MOTOR HOTEL LTD. coba COBALT HOTEL LTD., EE s.22 /jph.

North Har Motor Hotel

26/11/2015

Ma called:

604 254 3636 (bar) noone there can help - gave

604 254 3355 (out of service)

s22

(annoyant) 604 254 3636 (mailbox full)

Paul

s22

(left msg - will send file to collector in
tomorrow. PCB.



Settlement Agreement

Between s.22 (the "Complainant")
and Northstar International Motor Hotel Ltd. (the "Employer")
and Director of Employment Standards

ER # 010 772

FACTS:

- A. On 26 August 2014, the Complainant filed a complaint against the Employer under the Employment Standards Act, R.S.B.C. 1996, c. 113, as amended (the "Act"); and
- B. The Complainant and the Employer have resolved the complaint and wish to enter into a Settlement Agreement pursuant to section 78 of the Act.

AGREEMENT:

Full and Final Settlement of Complaint

1. The parties agree that this Settlement Agreement made on 7 January 2015 constitutes the entire agreement between the parties and is a full and final settlement of all matters under the Act, and that upon the full performance of all of the terms of this Settlement Agreement the Employment Standards complaint file will be closed.

Settlement Amount and Payment

2. The Employer agrees to pay the Complainant wages in the amount of \$1,279.00 (the "Settlement Amount") as full and final settlement of all matters under the Employment Standards Act. The parties agree that the Settlement Amount refers to gross wages unless otherwise specified.
3. The Employer agrees that if statutory deductions are withheld from all or part of the Settlement Amount the Employer will provide a wage statement, indicating the amount and purpose of each deduction, at the same time the Settlement Amount is delivered.
4. The Employer agrees that payment of the Settlement Amount will be made by cheque to be delivered to 250 - 4600 Jacombs Road, Richmond, B.C., V6V 3B1 before 4pm on 23 January 2015.

Ministry of Jobs, Tourism
and Skills Training and
Minister Responsible for
Labour

Employment Standards
Branch

Mailing Address:
250 - 4600 Jacombs Road
Richmond, B.C. V6V 3B1

Telephone: (604) 660-4946
Facsimile: (604) 713-0450

s.22

Parties' Initials

Default by Employer

5. If the Employer fails to deliver the Settlement Amount within the time stipulated in paragraph 4 above it will be in default of this Settlement Agreement.
6. In the event of default by the Employer, the Director of Employment Standards may file this Settlement Agreement in B.C. Supreme Court for enforcement, pursuant to s. 91 of the Act, of the unpaid balance of the Settlement Amount against the Employer.

Signing of Agreement

7. The Employer and the Complainant agree to deliver a copy of this Settlement Agreement bearing their original signatures to the Director of Employment Standards on or before 16 January 2015. The parties agree that this Settlement Agreement is binding once it is signed, and may be enforced by the Director of Employment Standards. The parties further agree that if the Settlement Amount is fully paid before the Director of Employment Standards receives both of the signed copies, the dispute that caused the complaint will be considered resolved and the complaint file will be closed.
8. This Settlement Agreement may be signed in counterparts, each of which will be considered to be an original and which together will make one Settlement Agreement. If this Settlement Agreement is signed in counterparts, no signatory to this Settlement Agreement will be bound until all parties named below have signed a counterpart of this Settlement Agreement.

s.22

Dated at Toronto, _____ of January, 2015.

Complainant _____
s.22

Dated at Richmond, British Columbia this 7th of January, 2015.

Employer Pal Sahota
Pal Sahota, on behalf of Northstar International Motor Hotel Ltd.

Dated at Richmond, British Columbia this 7th of January, 2015.

Delegate of the Director of Employment Standards Helen Gregg
Helen Gregg

s.22

Page 184 to/à Page 185

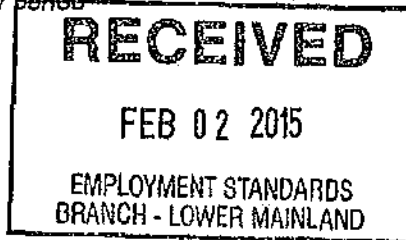
Withheld pursuant to/removed as

DUPLICATE

Payroll Deductions Online Calculator Result

Employee's name: s.22
 Employer's name: Northstar International Motor Hotel Ltd.
 Pay period frequency: Semi-monthly (24 pay periods a year)
 Date the employee is paid: 2015-01-21 (YYYY-MM-DD)
 Province of employment: British Columbia
 Federal amount from TD1: Minimum - 11,327.00 (Claim code 1)
 Provincial amount from TD1: Minimum - 9,938.00 (Claim Code 1)

Salary or wages income	1,279.00	
Total cash income		1,279.00
Taxable income for the pay period	1,279.00	
Pensionable earnings for the pay period	1,279.00	
Insurable earnings for the pay period	1,279.00	
Federal tax deduction	101.87	
Provincial tax deduction	39.04	
Total tax deductions		140.91
CPP deductions		56.09
EI deductions		24.05
Total deductions		221.05
Net amount		1,057.95



Year-to-Date Amounts	Inputted Value	Total for this Record
Pensionable earnings	0.00	1,279.00
CPP contributions	0.00	56.09
Insurable earnings	0.00	1,279.00
EI premiums	0.00	24.05

The printed calculations created by PDOC are not intended to be used as a statement of earnings. Please contact your employment standards representative for all of the information legally required on a statement of earnings specific to your province or territory.

NORTHSTAR INTERNATIONAL MOTOR HOTEL LTD.
 DBA COBOLT HOTEL
 917 MAIN STREET
 VANCOUVER, BRITISH COLUMBIA V6A 2V8
 Tel: (604) 685-2825

ROYAL BANK OF CANADA
 MAIN & HASTINGS BRANCH
 400 MAIN ST.
 VANCOUVER, B.C. V6A 2T6

007146

CHEQUE NO.

7146

DATE

2 1 0 1 2 0 1 5
D D M M Y Y Y Y

PAY **One Thousand Fifty Seven and 95/100

***1,057.95

TO THE
ORDER
OF

s.22

Comment: File # 010 772

NORTHSTAR INTERNATIONAL MOTOR HOTEL LTD.
 DBA COBOLT HOTEL

PER

Ministry of Labour and Citizens' Services
Employment Standards Branch

Cheque to Trust for Deposit

Forward to Head Office:
Employment Standards Branch
PO Box 9570 Stn Prov Govt
200 - 880 Douglas Street
Victoria, B.C. V8W 9K1

Date:

Jan 5/15

- ☐ DETERMINATION and/or PENALTY CHEQUE
☐ VOLUNTARY COMPLIANCE (no Settlement Agreement)
☒ SETTLEMENT AGREEMENT SA #
☐ PENDING SETTLEMENT AGREEMENT

- ☐ Licence Fee
☐ Company Search

Please provide information as indicated below.

Employer Name: Northstar Int'l Motor Hotel Ltd

ER Number: 010-772 Assignment Number: 3771669

s.22

picked up
Brief Case
Lgo

RECEIVED

JAN 07 2015

EMPLOYMENT STANDARDS
BRANCH - LOWER MAINLAND

Centralized Collections

Referral to Collections

Timing – send the file when:			
	Check which applies		Comments
Immediately after the appeal period ends, or Tribunal decision received	<input checked="" type="checkbox"/>		deadline for payment in SA has passed
Fear of assets being removed	<input type="checkbox"/>		
Tasks - before sending file to Collections			
❖ Please do not send a stamp file copy of the determination to collections			
All info, payments & documents entered in CASE	<input checked="" type="checkbox"/>	<input type="checkbox"/>	
All contact information updated in CASE	<input checked="" type="checkbox"/>	<input type="checkbox"/>	
If the company has no assets, issue DFUL before sending	<input type="checkbox"/>	<input type="checkbox"/>	N/A
Is the business still operating?	<input checked="" type="checkbox"/>	<input type="checkbox"/>	
Is the business operating at a new address?	<input type="checkbox"/>	<input checked="" type="checkbox"/>	New address:
For multiple complainants, identify the 1 or 2 best complainants to contact for information, or to pass on info (especially if there is a language issue). Ex: one of the complainants was the company's bookkeeper	<input type="checkbox"/>	<input type="checkbox"/>	N/A
Did the employer participate in the process?	<input checked="" type="checkbox"/>	<input type="checkbox"/>	
Enter note in CASE when file sent	<input type="checkbox"/>	<input type="checkbox"/>	
Preparation – Put the following in envelope at front of the file			
	Yes	No	Comments
* Original, signed CFUL, DFUL, SA (detach the reasons portion)	<input checked="" type="checkbox"/>	<input type="checkbox"/>	SA signed - 2 counterparts
Copies of cheques and bank account information	<input checked="" type="checkbox"/>	<input type="checkbox"/>	None provided
Any information on assets – vehicle description, licence plate numbers, tools, equipment etc.	<input type="checkbox"/>	<input type="checkbox"/>	None provided.
Any BC Online or other searches done	<input checked="" type="checkbox"/>	<input type="checkbox"/>	

Page 190 to/à Page 191

Withheld pursuant to/removed as

s.3

JAN 1 - 15 - 03.

RE GENT HOTEL		PERIOD:																		
TIME SHEET		wed	thu	fri	sat	sun	mon	tue	wed	thu	fri	sat	sun	mon	tue	wed		STAT	TOTAL	COMMENTS
DAYS	DATES	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15		HOL	HRS	
NAMES																				
DESK		8 8 8	12 8 8 / 8	8 8 / 8	1 8 8 / 8	1 8 8 / 8	10 8 8 3	9 8 8 8 8	11 8 8 8	11 8 8 / 8	10 8 8 / 8	1 8 8 8 8	1 8 8 8 8	1 8 8	8 8 8			8 8 8	64	
BAR			16 8 / 8	8 8	8 8	8 8	8 8	8 8 5	8 8	8 8	16 8	8 8	1 8	8 8	8 8	8		8 8	112	
			8	8	8	8	8	8	8	8	8	8	8	8	8	8			95 4.0	

JAN 1st - 15th

NAME
AND
PHONE
DATE
DAY

Bartenders

s.22

W T H F S S M T W T H F S S M T W

1 2 3 4 5 6 7 8 9 10 11 12 13 14 15

N N N N / N N N N N N N N N

D D D D / D D D D D D D D D

DN DN

Waiters

s.22

N N N D / D N N N N D D N N

/ / / N N / / D 9/10 9/10 N N / / D

D / / / D N D / / / / D N D /

/ D D / / / / / D D / / / /

D D D D

Doormen

s.22

N N N / N N N N N N / N N N N

D / / D / D D D / / D / D D D

/ D D D / / / / D D D / / /

N N

Bar cleaners

s.22

ON ON ON / / ON ON ON ON ON / ON ON ON

/ / / ON ON / / / / / ON ON / / /

s.22

s.22

Waiter - still works here

" - no longer here

" - " " "

s.22

doorman - gets paid cash \$25 per night for bouncing
no paystub (interviewed)

(43)

JUN 4/06

3RD VISITED THE REGENT HOTEL
SPOKE TO

S.22

LEGAL NAME: TRIVIA ~~TRIVIA~~ ENTERPRISES LTD

JUNES NO OF ROOMS 154
OCCUPIED 128

S.22

"EVERYONE ON TIME SHEETS IS
ON DOOR."

"ONE EMPLOYEE SAID 'I GET PAID
16 HRS FOR JULY/06, AND IF I WORK
EXTRA HOURS I GET PAID TIME OF
EQUIVALENT TO 'RECOVER TIME'
BAR CLOSED APRIL 1/06"

S.22

"I LOOK AFTER
PAYROLL FOR THE BALMORAL, ASTORIA,
RUELL, COBURN & REGENT HOTEL?"
"I am on Regent & BALMORAL PAYROLL"

FRONT DESK 4

HOUSE KEEPING 1
TOTAL 6

THIS FILE IS CLOSED

Agency:	Vancouver Police Citywide Enforcement Team	Page # 1
Date of on-site inspection:	2006-Apr-22, 2006	1430 hours
Property Name:	Triville Enterprises Ltd (REGENT)	
Property Address:	160 E Hastings Street	
Owner:	Paul Sahota	
Phone:	681-7435	Cell: N/A
		Fax: 684-4924
Manager/Desk clerk/contact during inspection:	s.22	
Phone:	N/A	
On-Site Assessment Criteria		Y/N
Staffing and Employment:		
1	Is there a front desk manager?	(Y) N
2	How many hours a day is the desk managed?	24/7
3	How many people are scheduled on the front desk at any given time?	8 hrs - 1 person
4	How are desk staff paid?	regular paycheque
5	Are they earning a legitimate wage?	yes (Y) N
6	How many staff are employed at the hotel/sro?	4
7	How many hours do they work a week and who are they?	48 hours
s.22		
8	What are their duties and wages?	"man the front desk" petty cash/rent collection no comment
9	Have any of the employees/managers taken a hotel management course?	Y (N)
	If so, which one?	all have a degree
10	Were the employees/management co-operative?	yes (Y) N
Registers: making an additional file folder for each tenant		
11	How is the tenant register maintained? (log/computer)	tenant card holder & book
12	Is the register adequate? (ink/legible/complete)	one week - two weeks (Y) N
13	Is the register accurate?	100% (Y) N
14	If the register is computerized, is the computer on the premises?	N/A Y/N
15	Does the hotel maintain contact numbers for residents in case of emerg? (NOK/MD)	Y (N)
16	Does desk staff/mgmt maintain a log of unusual circumstances that could assist emergency personnel attending to residents in distress? (safety)	(Y) N
17	Are clients required to show ID when they register?	(Y) N
	If so, what type of ID?	picture identification (no problems)
18	Are clients screened before being given an intent to rent?	Y (N)
19	How are they screened?	N/A N/A
20	Do they use a rental agreement when they rent a suite?	In process of getting for all Y/N some
21	Is there a maintenance log for the hotel?	(Y) N
22	Is it adequate?	a couple of books Y/N

Property Name:		Page # 2
On-Site Assessment Criteria cont.		
Security:		
23	Is entry to the building managed? <i>nighttime only locked. after 2000 hrs</i>	(Y) N
24	If entry is managed - how? <i>desk clerk at all times.</i>	
25	Are security cameras utilized?	Y (N)
Fees:		
26	Are guest fees collected?	Y (N)
27	How much is charged for the guest fee?	N/A
28	Are guest fees recorded in a daily ledger?	Y (N)
29	Are receipts given out when guest fees are collected?	Y (N)
Occupants/Tenancy:		
30	How many people are staying in the hotel?	131
31	How many rooms are vacant?	7
32	What is the total capacity of the hotel? <i>rooms</i>	151
33	What are the specific room numbers at the hotel/sro and what is the capacity of each room? (may need to add extra page)	
<i>some single tenants use one bigger room made for two people</i>		
<i>~ every floor 3 double capacity rooms (7 floors)</i>		
Building Physical attributes:		
35	Are there receptacles in the building for disposal of hypodermic needles?	Y (N)
36	If so, describe the number of receptacles and their location (ex. 2 per floor, where)	
37	If so, what are the receptacles made of?	
Other indicators:		
38	Is there evidence supporting the movement of stolen property?	Y (N)
39	Is there evidence supporting the trafficking of drugs?	Y (N)
40	Does this premise appear to be linked to street disorder/crime issues in the immediate vicinity?	Y / N
If so how?		
Comments:		
<i>cockroach infestation (front lobby area)</i>		<i>~ floor on 3rd by women's bathroom</i>
		<i>~ hypodermic needle on stairwell</i>
		<i>Floor 7 to roof</i>
		<i>~ fire hoses out in open - accessible.</i>
Authorizing Agency Signature <i>Julia Q. Smith PC 2222 2006 - Apr - 22</i>		
and date		

Ron Infante PC 2567

Agency: City of Vancouver (PU)	DARREN MUECKE	Date of inspection: MAY 10/06
Property Name: REGENT HOTEL	Property Address: 1600 E. HASTINGS	
Business Licence #: 06-122453	Licence Holder: TRIVILLE ENTERPRISES LTD	
Assessed Value: \$2,228,900.00	Age: 1891	
Property Owner: TRIVILLE ENTERPRISES LTD		
Phone: s22	Get: PAUL CELL - s22	s22
Property Mgr/Rep/Desk Clerk: s22		
Phone: HOTEL: 681-7435	Cell:	
On-Site Assessment Criteria	Details	(also see comments below)
Operations:		
Register:	Adequate	Inadequate
Number of Rooms: 148	Single: 142	Double: 6
Visitors:	Hours:	Vacant:
Rental Agreement: STANDARD RTA	Other contact info (ie. Emerg):	
Intent to Rent: YES		
Maintenance Record: NO		
Desk manned:	Door Buzzer: Y/N	Owner/operator resident: Y/N
Elevator provided: YES	Cameras: Y/N	
Refrigerator provided: YES		
Hotplates/ cooking provided: NO		
Common kitchen provided: NO		
Laundry Provided: NO		
Housekeeping Provided: NO		
Commentary:		
<p>- THIS IS A LARGE HOTEL WITH MANY HARD TENANTS.</p> <p>- THERE IS NO REGULAR MAINTENANCE CREW.</p> <p>- THIS HOTEL REQUIRES A LOT OF RENOVATIONS (COSMETIC & STRUCTURAL)</p> <p>- OWNERS ARE EXTREMELY CHEAP & NEVER PAY FOR PROPER CONTRACTORS OR MAINTENANCE PEOPLE.</p> <p>- THIS HOTEL IS IN VERY POOR CONDITION DUE TO THE LACK OF MAINTENANCE & DOING VERY CHEAP & INADEQUATE REPAIR WORK.</p>		
Action taken as a result of inspection		
<p>PROSECUTION REFERRAL (Common Bathrooms)</p> <p>30 DAY ORDER TO FIX ROOMS.</p>		
Tenant composition:		
<p>- MIX - MALE / FEMALE OLD & YOUNG.</p> <p>- MANY TENANTS ARE HARD CORE DRUG USERS & DEALERS.</p>		
Grading:	poor	fair
Agency Report Attached: Y/N		
Pictures Attached: Y/N		
Authorizing Agency Signature and date	<p>Muecke MAY 10/06.</p>	

REGIMENT
SEMI MONTHLY TIME SHEET

MONTH: June/06

																Regular Hours	Statutory Holidays	Adjust ; (+/-)	Total Hours	Remarks
NAME OF THE EMPLOYEE	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15					
	16	17	18	19	20	21	22	23	24	25	26	27	28	29	30	31				
Desk ^{s.22}																				
	X	8	8	8	8	8	X	X	8	8	8	8	X	X	X	80				
	X	8	8	8	8	8	X	X	8	8	8	8	X	X	X	80				
	8	8	X	8	8	X	8	8	X	X	X	X	8	8	8	72				
	8	8	X	8	8	8	8	X	X	X	X	X	8	8	8	72				
	8	X	X	X	X	X	8	8	8	X	8	8	8	8	8	80				
House Keeping ^{s.22}																				
		8	8	8	8	8			8	8	8	8	8			80				
Maintenance																				
Bar ^{s.22}																				
Others ^{s.22}																				

Note for the Payroll Department :

Page 199 to/à Page 200

Withheld pursuant to/removed as

s.3



OFFICE	
ESI DATE	
ER No.	041-771
ASSIGN No.	370 202
EE No.	s22
DATE ASSIGN	
OFFICER	

Office Copy

Date of complaint submission:
August 02, 2013

Confirmation # 7402402ISL

I have used the Employment Standards self-help kit and the problem has not been resolved.

Employer Information

Name of Employer:
REGENT HOTEL

Mailing Address of employer:
769 EAST HASTINGS ST

City/town, Province, Country:
VANCOUVER, BC, Canada

Postal Code:
V6A1R3

Telephone Number:
604-662-3102

Fax Number:
604-255-8471

Type of business:
HOTEL

Email Address:

Name of supervisor:

Name and home phone number of owner:
PAUL SAHOTA ()

Address of place where you worked if different from above

Street Address:
160 EAST HASTINGS ST

City/town, Province, Country:
VANCOUVER, BC, Canada

Postal Code:
V6A1N4

Is your employer bankrupt or in receivership?
No

Employers' bank:

Employers bank branch:

Is your employer still in business?
Yes

When did your employer go out of business?

Information About You

Your Last Name:
s.22

Your first or given name:

Middle Initial(s):
SIN: --- -- --

Mailing (street) Address:

City/town, Province, Country:
V. ia

Postal Code:

Your home phone number:

Message Number:

Fax Number:

Date of Birth:

Email Address:

Are you in BC under a foreign worker program?
No

Are you covered by a collective agreement (union contract):
No

Union's Name:

Union Rep's Name:	Union Rep's Phone Number:
-------------------	---------------------------

Your work history with this employer			
Your job title: s.22	Date you started work for this employer: s.22	Last day you worked for this employer: s.22	
Your rate of pay: 10.25	Employment status: Quit		
How often are you paid? Every two weeks			
Are your hours of work regular? Yes	Hours worked per day: 12	Number of days worked per week: 5	Total Hours per week: 60
Do you have a record of the hours worked for this employer: Yes			

Work history continued. What do you believe you are owed?			
	From date	To date	Estimated amounts
Regular wages	July 01, 2013	July 12, 2013	\$138.38
Overtime	May 02, 2008	July 12, 2013	\$76260
Annual vacation pay			\$0
Statutory holiday pay	New Years Day Victoria Day Family Day B.C. Day Thanksgiving Day Christmas Day Good Friday Canada Day Labour Day Remembrance Day		\$5535
Deductions from wage	Specify:		\$0
NSF Cheques			\$0
Pregnancy/Parental or other leave			\$0
Compensation for length of service (termination pay)			\$0
Other	Specify: s.22 THEY TOOK SOME CASH. IT'S CALLED CHEQUE		\$400
Estimated Total you are owed:			\$82333.38

Details of your complaint

FROM LAST 4 MONTHS, MANagements STARTED TO GIVE ME HARD TIME LIKE TOO MUCH PRESSURE IN WORK PLACE. EXAMPLE: 99% PEOPLE WHO LIVED THEIR, THEY ARE ^{s.22} , AND ^{s.22} SPECIALLY LAST 2 MONTHS, THEY ARE VERBALLY ABUSING ME AND HOLDING MY PAY CHEQUE AND FORCE ME TO DEAL WITH ^{js.22} PEOPLE. MOREOVER, MANAGEMENT DOING ALL KIND OF ILLEGAL STUFFS LIKE CASHING WELFARE CHEQUE AND GIVE THEM \$100 AND KICK THEM OUT. AND AFTER FEW DAYS, THEY CAME BACK TO GIVE US HARD TIME. THEY HIRE PEOPLE ILLIGALY AND PAYING UNDER THE TABLE AND MANAGEMENT ASKED ME TO LOOKED AFTER THEM. IF I GO TO ASK THEM ABOUT THIER WORK, ON THAT TIME THEY ARE BECOMING VIOLANTE LIKE SHOUTING, SCREAMING. FOR YOUR BETTER UNDERSTANDING, I USUALLY WORKED AT NIGHT. IN JUNE, WITHOUT INFORMING ME THEY CHANGE MY WORKING SHIFT FROM NIGHT TO DAY AND AGAIN PUT ME INTO NIGHT SHIFT. SOMETIME, THEY TOLD ME TO GO OTHER HOTELS, ASTORIA HOTEL, FOR WORKING BUT IT IS NOT CONVENIENT FOR ME. BESIDES, IN LAST YEAR ONE CHEQUE WAS MISSING, I DON'T KNOW ANYTHING ABOUT THIS CHEQUE, AND THEY ARE ACCUSING ME THAT I STEAL THIS CHEQUE. AFTER SOMETIME, I KNOW THAT THIS CHEQUE IS BELONGS TO THE BAR, BAR OWNER NAME IS ^{s.22} . I ASKED ^{s.22} ABOUT THE CHEQUE, ^{s.22} SAID REGENT HOTEL MANAGEMENT CASH THIS CHEQUE. MY EMPLOYEE CHARGING ME \$400 FOR THIS CHEQUE AND THEY ALSO THREARD ME. SO FAR I KNOW, THEY HAVE FIVE HOTELS IN VANCOUVER AND THEY HIRE PEOPLE ILLEGALLY AND PAY THEY UNDER THE TABLE. THEY ARE ALSO TAKING ADVANTAGE FROM THE ^{s.22} ^{s.22} PEOPLE. SO I TRYED TO PROTEST THEM, THEY ARE GIVING ME HARD TIME FOR THIS. IN LAST 3 MONTHS, I DIDN'T GET MY PAY CHEQUE ON TIME. NOW, I'M TOO MUCH STRESSFUL BECAUSE OF THIS AND AT THIS MOMENT I NEED HELP. IF YOU HAVE ANY QUESTIONS REGARDING MY CLAIM JUST GIVE ME A CALL ON THAT NUMBER: ^{s.22} AUGUST SECOND, I GOT MY THREE PAY CHEQUE AND HOLIDAY PAY CHEQUE VIA MAIL. SHOULD I CASH THESE CHEQUE OR NOT.?



1106 0377

September 11, 2013

ER#041-771
Regular Mail

s.22

Dear s.22

Re: Employment Standards Complaint filed against^{NR}

This letter is in response to the complaint you filed with the Employment Standards Branch against the above noted employer. I have tried calling you on the phone number you provided and I am unable to leave a message all I get is a busy signal.

I need to speak with you to go over the details of your complaint and move the file through our process. If the complaint has already been resolved I would ask that you inform me that it has.

Please contact me at **713-0403** by Monday, September 23rd, 2013. Failure to do so may result in the file being closed, and no further action will be taken by the Branch regarding this complaint.

Thank you.

Sincerely,

Danny Barichello
Delegate of the Director of Employment Standards
604-713-0403
dan.barichello@gov.bc.ca

Ministry of Jobs,
Tourism and Skills
Training and Minister
Responsible for
Labour

Employment Standards
Branch
Tel -604-660-4946
Fax-604-713-0450

ESB Address
Employment Standards Branch
250 - 4600 Jacombs Road
Richmond, BC V6V 3B1

ESA Tracking Sheet Summary

Delegate: Danny Barichello #980

Complainant's Information Name: s.22 Phone: Positior	Employer Information Name: Triville Enterprises Ltd. Coba: Regent Hotel Contact name: George Metrakos Phone: 604-817-5557
--	--

☐ Application within 6 months from Termination date? **Yes**
☐ Employment dates, to & from? **May 3/08 to July 12/13**
☐ How employment terminated (fired/quit)? **Quit**
☐ Was SHK sent? Yes Confirm ER received SHK? Yes
☐ **Issues: C is claiming that he is owed a few days regular wages as well as overtime wages and stat pay dating back to 2008. C asked to amend claim.**
☐ **Wages \$138.38, Overtime \$7380.00, Stat pay \$738.00 and \$400.00 for deductions from wages for cheque being withheld. Plus 6% vacation pay of \$519.38. total claim \$9175.76**

Method P In person LT Letter to LF Letter from FT Fax to FF Fax from TT Telephone Call to TF Telephone Call from TMT Telephone Message to TMF Telephone Message from EMT Email Message to EMF Email Message from	Person Code ER Employer C Complainant A Accountant / Bookkeeper L Lawyer T Translator O Other
--	--

Date	Method	Person	Time	Comments
Sept. 10/13	TT	C		Busy signal
Sept. 11/13	TT	C		Busy signal
Sept. 11/13	LT	C		To make contact.
Sept 19/13	TF	C		I asked C about claim and he told me that \$400.00 cheque was withheld because of a cheque that went missing. I explained that he could only claim 4 Stats and that ot could only go back 6 months. Get back to me with amended amount.
Sept. 24/13	TF	C		C gives new amount of \$7380.00 for O/t.
Sept. 24/13	TT	ER		I left voice message with an EE for Mr. Sahota to call me.

Sept. 25/13	TT	ER		I called ER cell # and left voice message.
-------------	----	----	--	--

Sept. 27/13	TT	ER		I left voice message on cell #
Oct 3/13	LT	ER		Make contact letter and mediation notice sent to ER place of business and residence.

Oct 4/13	TF	ER		I spoke to Mr. Sahota. I told him a letter had been sent to him with all the info. I told him about the compliant and that I would send info by email as well and to get back to me before the deadline.
Oct. 7/13	TF	ER		I received call from George Metrakis and he said he would be dealing with this and he as signing and decision making authority. He requested Oct 31 instead of Oct 30 for mediation and I said I would accommodate and I would send notice via email.
Oct. 7/13	EMT	ER		Med. notices sent to ER by email.

Oct. 7/13	EMF	ER		Med. Notice confirmed and attached letter from ER (ER submissions)
Oct. 7/13	LT	C		Med. notice sent by mail.
Oct. 9/13	TT	C		I called C to tell him date and time of med.

Oct. 9/13	TT	C		I called C back because I had made an error in the date and time. Correct date and time given.

both b & c in attendance or
meeting started 1:00 PM

date:20131031

med: Jim Ross

s.22

rooms 3 & 5

**EMPLOYMENT STANDARDS BRANCH
INTRODUCTION TO MEDIATION PROCESS**

ER # 041-771

b-Triville Enterprises Ltd. coba Regent Hotel / c, s.22 name

Introduction	Introduce yourself - Jim Ross, Employment Standards officer	
	Thank parties for coming	
	Who is in attendance (if needed)	
	b - George Metrakos' senior ops manager c- self	
	others? s.22	
	Confirm parties have authority to settle	
	Preliminary issues (wc, parking, cell phones, recording & transmitting devices, etc)	

Legislation	Complaint form shows Self Help Kit used and not resolved	y
	Employment Standards Branch allows for the appointment of a Mediation Officer	
	Goal of Mediation is to resolve by way of settlement the complaint issues	

My Role (Mediator)	Neutral 3rd party	
	Assist parties in reaching a settlement of the complaint issues	
	Not an adjudicator - will not make decision	
	Facilitate the exchange of information, evidence and positions of the parties	
	Provide information on Branch process and legislation and if required assist the parties with calculations	
	Provide the parties with an objective evaluation of their positions	
	Assist the parties in drafting a Settlement Agreement or Agreed Statement of Facts	

Process	Complaint provide some background and position on the complaint issues	
	Response from the other party	
	Review documents and evidence	
	Everyone will have opportunity to speak - no interruptions	
	Break parties up and have separate discussions. Develop settlement options. Exchange settlement options	

Outcomes	Settlement Agreement signed outlining the terms of the Settlement Agreement	
	Agreement to be filed in court as a judgement	
	Complete an Agreed Statement of Fact to be used in the hearing	

Discussions are on a without prejudice basis (explain - if don't settle its like not here and didn't happen). Only records that have been demanded by the Branch and the Agreed Statement of Facts will be forwarded to the Officer conducting the adjudication. I may take notes to assist me in the mediation session, but they will be destroyed at the end of this session (after settlement issues or after adj-hearing, in case original doc.s got into my notes). If mediation does not resolve the dispute a hearing will usually be conducted ASAP.

end of reading until settlement or not.

Adjudication:

The Officer conducting the Adjudication Hearing will determine if the employer is in or out of compliance with the legislation and if out of compliance, quantum and if a penalty will be applied.

The act will be applied to all evidence presented at the Hearing.

My understanding is these are the issues in dispute (list them).

Is that the understanding of the parties?

Are there any other issues that need to be resolved?



Settlement Agreement

Between ^{s.22} (the "Complainant")
and Triville Enterprises Ltd. (the "Employer")
and **Director of Employment Standards**

ER # 041-771

FACTS:

- A. On August 2, 2013, the Complainant filed a complaint against the Employer under the Employment Standards Act, R.S.B.C. 1996, c. 113, as amended (the "Act"); and
- B. The Complainant and the Employer have resolved the complaint and wish to enter into a Settlement Agreement pursuant to section 78 of the Act.

AGREEMENT:

Full and Final Settlement of Complaint

- 1. The parties agree that this Settlement Agreement made on October 31, 2013 constitutes the entire agreement between the parties and is a full and final settlement of all matters under the Act, and that upon the full performance of all of the terms of this Settlement Agreement the Employment Standards complaint file will be closed.

Settlement Amount and Payment

- 2. The Employer agrees to pay the Complainant wages in the amount of \$4,750.00 (the "Settlement Amount") as full and final settlement of all matters under the Employment Standards Act. The parties agree that the Settlement Amount refers to gross wages unless otherwise specified.
- 3. The Employer agrees that if statutory deductions are withheld from all or part of the Settlement Amount the Employer will provide a wage statement, indicating the amount and purpose of each deduction, at the same time the Settlement Amount is delivered.
- 4. The Employer agrees that payment of the Settlement Amount will be made by certified cheque to be delivered to ^{s.22} before midnight on November 7, 2013.

**Ministry of Jobs, Tourism
and Skills Training and
Minister Responsible for
Labour**

Employment Standards
Branch

Mailing Address:
250 – 4600 Jacombs Road
Richmond, B.C. V6V 3B1

Telephone: (604) 660-4946
Facsimile: (604) 713-0450

Default by Employer

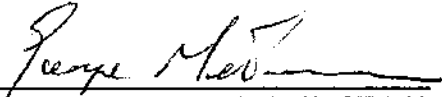
5. If the Employer fails to deliver the Settlement Amount within the time stipulated in paragraph 4 above it will be in default of this Settlement Agreement.
6. In the event of default by the Employer, the Director of Employment Standards may file this Settlement Agreement in B.C. Supreme Court for enforcement, pursuant to s. 91 of the Act, of the unpaid balance of the Settlement Amount against the Employer.

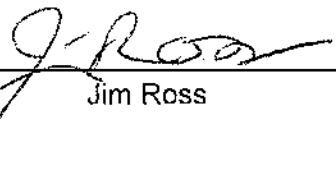
Signing of Agreement

7. The Employer and the Complainant agree to deliver a copy of this Settlement Agreement bearing their original signatures to the Director of Employment Standards on or before October 31, 2013. The parties agree that this Settlement Agreement is binding once it is signed, and may be enforced by the Director of Employment Standards. The parties further agree that if the Settlement Amount is fully paid before the Director of Employment Standards receives both of the signed copies, the dispute that caused the complaint will be considered resolved and the complaint file will be closed.
8. This Settlement Agreement may be signed in counterparts, each of which will be considered to be an original and which together will make one Settlement Agreement. If this Settlement Agreement is signed in counterparts, no signatory to this Settlement Agreement will be bound until all parties named below have signed a counterpart of this Settlement Agreement.

Dated at Richmond, British Columbia this 31st Day of October, 2013.

Complainant _____

Employer 
George Metrakos, on behalf of Triville Enterprises Ltd.

Delegate of the Director of Employment Standards 
Jim Ross

ESA Tracking Sheet Summary

Delegate: Danny Barichello #980

<u>Complainant's Information</u> Name: s.22 Phone: Position: s.22		<u>Employer Information</u> Name: Triville Enterprises Ltd. Cosa: Regent Hotel Contact name: George Metrakos Phone: 604-817-5557		
<div style="text-align: right;"> <input type="checkbox"/> Application within 6 months from Termination date? Yes <input type="checkbox"/> Employment dates, to & from? May 3/08 to July 12/13 <input type="checkbox"/> How employment terminated (fired/quit)? Quit <input type="checkbox"/> Was SHK sent? Yes Confirm ER received SHK? Yes </div> <div> <input type="checkbox"/> Issues: C is claiming that he is owed a few days regular wages as well as overtime wages and stat pay dating back to 2008. C asked to amend claim. <input type="checkbox"/> Wages \$138.38, Overtime \$7380.00, Stat pay \$738.00 and \$400.00 for deductions from wages for cheque being withheld. Plus 6% vacation pay of \$519.38. total claim \$9175.76 </div>				
<u>Method</u> P In person LT Letter to LF Letter from FF Fax to FF Fax from TT Telephone Call to		<u>Person Code</u> ER Employer C Complainant A Accountant / Bookkeeper L Lawyer T Translator O Other		
Date	Method	Person	Time	Comments
Sept. 10/13	TT	C		Busy signal
Sept. 11/13	TT	C		Busy signal
Sept. 11/13	LT	C		To make contact.
Sept 19/13	TF	C		I asked C about claim and he told me that \$400.00 cheque was withheld because of a cheque that went missing. I explained that he could only claim 4 Stats and that it could only go back to

Handwritten notes:
 Pending P-E?
 for
 Gave
 me
 the
 letter

Handwritten notes:
 Sept 24
 2013



October 3, 2013

ER 176-135
Regular Mail

Triville Enterprises Ltd.
carrying on business as
Regent Hotel
769 East Hastings Street
Vancouver, BC V6A 1R3

Attn: Parkash Sahota

Re: Employment Standards Complaint filed by^{s.22}

The above mentioned individual has filed a complaint pursuant to Section 74 of the *Employment Standards Act* (the Act). The Act sets out the minimum standards that apply in most workplaces in British Columbia. The Employment Standards Branch of the Ministry of Labour and Citizens' Services administers the Act.

The above individual is alleging a contravention in the following area of the Act:

- ☐ Regular Wages
- ☐ Overtime Wages
- ☐ Statutory Holiday Pay
- ☐ Unauthorized deductions from wages

I have attempted to contact you by telephone to resolve this but you have not returned my calls. This letter is therefore being sent to request your participation in resolving these matters.

The Branch seeks to resolve issues with the use of Mediation or possible Adjudication where Mediation fails. On occasion the file will be dealt with through investigation.

A mediation session has been scheduled as per the Notice of Mediation included in this letter as well as a mediation fact sheet. **You must contact the undersigned to confirm your attendance** and/or to discuss any questions or concerns regarding these

Ministry of Jobs,
Tourism and Skills
Training and Minister
Responsible for
Labour

Employment Standards
Branch
604-660-4946

ESB Address
Employment Standards Branch
250 - 4600 Jacombs Road
Richmond, BC V6V 3B1

matters **no later than Wednesday, October 16, 2013.** Failure to do so may result in the file moving to an adjudication hearing or investigation where penalties apply.

The complainant is claiming \$138.38 in regular wages and \$7380.00 in overtime wages, \$738.00 for statutory holidays and \$400.00 for unauthorized deductions. These amounts would attract 6% vacation pay of \$519.38 for a total claim of **\$9175.76**

It is a contravention of the Act to withhold wages or deduct wages for business costs or losses or any other reason. Please read the wage deduction fact sheet.

To avoid having to attend mediation, you may make a voluntary payment of the total claim. Please send a cheque to our office at the address on the footer in the gross amount of **\$9175.76.** You may make statutory deductions but must include a statement of deductions if you do so.

Please phone me at the number below on or before Wednesday, October 16th, 2013 to inform me that payment is being sent or to confirm your attendance at the mediation set for Wednesday, October 30, 2013 at 1:00 p.m.

If the complaint is not resolved after the mediation session or you fail to make contact and participate then the next step is an adjudication hearing. It is at this stage we will demand employment records and penalties for any contraventions of the Employment Standards Act apply. I have enclosed the fact sheets on hearings, penalties and keeping records. The Branch will make a decision with or without your participation and will base the decision on the best available evidence.

Additional information regarding the Employment Standards Act and the Employment Standards Branch dispute resolution processes can be found at: www.labour.gov.bc.ca/esb/ or by contacting the Information Line at 1-800-663-3316.

Sincerely,

Danny Barichello
Delegate of the Director
of Employment Standards
604-713-0403

Encl: Notice of Mediation Session
Copy of redacted complaint form

Encl:
Fact sheets:
Mediation
Paying Wages
Hours of Work and Overtime
Adjudication
Annual Vacation
Statutory Holidays
Wage Deductions
Termination of Employment
Enforcement
Keeping Records

CC: Triville Enterprises Ltd.
carrying on business as
Regent Hotel
160 East Hastings Street
Vancouver, BC V6A 1N4
Attn: Parkash Sahota

Triville Enterprises Ltd.
carrying on business as
Regent Hotel
Attn: Parkash Sahota

s.22



Notice of Mediation Session

October 3, 2013

File # 041-771
Sent by Email

To: TRIVILLE ENTERPRISES LTD.
carrying on business as
REGENT HOTEL
769 HASTINGS ST E
VANCOUVER, BC V6A 1R3

s.22

Address deleted for privacy purposes

In the matter of:

A complaint by ^{s.22} under the Employment Standards Act
against TRIVILLE ENTERPRISES LTD. carrying on business as REGENT
HOTEL

Issue: compliance with the Employment Standards Act.

Mediation Services

The Director of Employment Standards provides mediation services in an effort to assist the parties to resolve alleged contraventions of the Employment Standards Act. The Director has appointed a mediator to meet with the parties as follows:

In Person:

Date: Wednesday, October 30, 2013

Time: 1:00 p.m.

Place: 250 – 4600 Jacombs Road, Richmond, BC V6V 3B1

Mediation provides an opportunity for the parties to discuss their issues in a neutral environment and come to a resolution acceptable to both of them.

For additional information, please refer to the Mediation Factsheet attached.

What to Bring

Ministry of Jobs, Tourism
and Skills Training and
Minister Responsible for
Labour

Employment Standards
Branch

Mailing Address:

250 - 4600 Jacombs Rd
Richmond, B.C. V6V 3B1

www.labour.gov.bc.ca/esb

Telephone: 604-660-4946
Facsimile: 604 713-0450

You should bring any documents that will help to resolve the issues in dispute, such as payroll records or pay stubs, calendars, time sheets, letters etc. These documents will be made available to the other party and the mediator at the time of mediation.

Additional information is available at: www.labour.gov.bc.ca/esb/ or by phone at 1-800-663-3316 or (250) 612-4100 in Prince George

Danny Barichello
Delegate of the Director of
Employment Standards

Attachment



BRITISH
COLUMBIA
The Best Place on Earth

Employment Standards Branch **FACTSHEET**

This factsheet has been prepared for general information purposes. It is not a legal document. Please refer to the *Employment Standards Act and Regulation* for purposes of interpretation and application of the law.

August 2011

Employment Standards Mediation

Part of the mandate of the Employment Standards Branch is to encourage open communication between employers and employees and to provide fair and efficient resolution of disputes. One of the ways the Branch does this is through mediation.

What is mediation?

Mediation is a meeting between the complainant and the employer together with a neutral third party called the mediator. It may be a face-to-face meeting or it may be held by way of a teleconference. In order to encourage settlement, the mediation session is conducted on a "without prejudice" basis. This means that nothing that is said or proposed during mediation forms part of the record if the parties fail to agree and the matter has to proceed to adjudication.

The benefits of mediation

Mediation is an efficient way to resolve disputes, as it can be set up quickly and usually only lasts for a few hours. It gives the parties the opportunity to talk to each other in a neutral environment, and to resolve their issues in a way that is acceptable to both of them.

Because mediation is conducted without prejudice, the parties can feel free to propose different solutions in order to resolve the complaint.

The mediator

An officer of the Employment Standards Branch will be appointed as the mediator and is responsible for leading the mediation session.

The role of the mediator

The mediator helps the parties to explore possible ways of resolving their dispute by helping them to:

- Identify what matters are in dispute and what result they want;
- Establish what facts are agreed upon and which are in dispute; and
- Clearly state their position and understand the other's position.

The mediator will explain how the law applies to the matters in dispute.

The mediator does not represent either party, act as an adviser, or provide legal advice. The mediator has no decision-making authority, and cannot make a ruling on any of the issues.

Attendance at the mediation session

Mediation is an important step in the complaint resolution process, and the parties are expected to make themselves available.

If one or both of the parties does not attend the mediation session, the matter may be referred to a different officer of the Branch for a formal hearing and decision. This is called adjudication. Matters not referred to adjudication are referred to another officer for investigation.

continued...



Ministry of Jobs, Tourism
and Skills Training and Minister
Responsible for Labour

For more information:

Phone: 1 800 663-3316

or 250 612-4100 in Prince George

Website: www.labour.gov.bc.ca/esb

Preparing for the mediation session

The parties should review the information they have that relates to the dispute and make sure they have all of the documents that they wish to rely on at the mediation session, including any records the Branch may have requested them to produce.

What to bring to the mediation session

Both the employer and the complainant will be given an opportunity to tell their story. They should bring any relevant records or documents such as pay stubs, calendars, time sheets, letters, etc.

The parties may bring a friend, spouse, accountant or legal counsel with them if they wish. However, the mediation is between the parties and the mediator has discretion to limit participation by others.

It is important, especially for employers, to ensure that whoever attends the mediation has the authority to enter into a binding agreement to resolve the matter.

Reaching an agreement at mediation

If the dispute is resolved at mediation, the mediator will assist the parties in writing the terms of their agreement in a document called a "settlement agreement". The parties will sign the settlement agreement and both will receive a copy. Once the parties have signed the agreement it becomes a legal document, which can be filed and enforced in B.C. Supreme Court in the same manner as a judgment of the court.

Failure to reach an agreement at mediation

If the parties can't reach an agreement, the issue will proceed to adjudication or investigation with a different officer of the Employment Standards Branch.

For more information on the adjudication process, please see the *Adjudication Hearings* factsheet.



Barichello, Dan LBR:EX

From: Barichello, Dan LBR:EX
Sent: Friday, October 4, 2013 1:02 PM
To: s.22
Subject: Employment Standards Complaint
Importance: High

Hello Mr Sahota.

Attached below is a copy of the letter and mediation notice I sent you. I have included a copy of the complaint form.



20131004125030.pdf

Below are the fact sheets that were enclosed with the letter.



hours_overtime.pdf



paying-wages.pdf



enforcement.pdf



Hearings.pdf



keepingrecords.pdf



statutory-holidays.pdf



termination.pdf



wage_deductions.pdf

Please read the letter and then get back to me on or before the deadline to either let me know that you will resolve the complaint with a voluntary payment of the total claim or confirm your participation in mediation as per the notice.

If you have any further questions please feel free to contact me.

PLEASE CONFIRM RECEIPT OF THIS EMAIL.

Thank you.

Danny Barichello
Delegate of the Director of Employment Standards
Phone: 604-713-0403
Fax: 604-713-0450
E-mail: dan.barichello@gov.bc.ca

Employment Standards Branch
250 - 4600 Jacombs Road
Richmond, BC V6V 3B1

George Metrakos, CCRN/CCRM B.C.
Operations Manager
Direct No. 604.817.5557
george@metrakos.com
File No: ER 041-771

October 7, 2013

Triville Enterprises Ltd.
DBA Regent Hotel
Office-769 East Hastings Street,
Vancouver, BC V6A 1R3

Mr. Danny Barichello
Delegate of the Director
Employment Standards Branch
250-4600 Jacombs Road,
Richmond, BC V6V 3B1

Without Prejudice

Dear Sir:

Re: s.22

My name is George Metrakos and I am a senior operations manager for Triville Enterprises Ltd. and have been assigned to take conduct of the above referenced file through the Mediation process.

After reviewing ^{s.22} complaint under s. 74 of the Employment Standards Act, we respectfully submit that section 80 of the *Employment Standards Act* limits the period of time the Employment Standards Branch can consider to determine if monies are owed to an employee under the Act. In this regard, the Employment Standards Branch can only consider the six-month time period preceding ^{s.22} voluntary departure from the Regent Hotel. The significant majority of the allegations ^{s.22} makes regarding monies owed are well outside this six-month time period, and are therefore statute barred.

^{s.22} Complaint alleges *Regular Wages Owed* from July 1, 2013-July 12, 2013 in the amount of \$138.38. Triville respectfully submits that the Complainant received his final pay cheque with vacation pay on August 2, 2013 by Registered Mail. The Complainant had changed his address and the original mailing of his final pay cheque on July 16, 2013 was returned to the Employer and printed on the envelope was "Not at This Address." It wasn't until August 1, 2013 that ^{s.22} current address was provided to the Employer. Any undue delay in the delivery of ^{s.22} final pay cheque was entirely unforeseeable by the Employer.

he on the other hand
I am writing to you

TRIVILLE ENTERPRISES LTD.
OFFICE 769 EAST HASTINGS STREET, VANCOUVER, BC V6A 1R3

FROM LAST 4 MONTHS, MANAGEMENTS STARTED TO GIVE ME HARD TIME LIKE TOO MUCH PRESSURE IN WORK PLACE. EXAMPLE: 99% PEOPLE WHO LIVED THEIR, THEY ARE ^{s.22} AND ^{s.22} SPECIALLY LAST 2 MONTHS, THEY ARE VERBALLY ABUSING ME AND HOLDING MY PAY CHEQUE AND FORCE ME TO DEAL WITH ^{s.22} PEOPLE. MOREOVER, MANAGEMENT DOING ALL KIND OF ILLEGAL STUFFS LIKE CASHING WELFARE CHEQUE AND GIVE THEM \$100 AND KICK THEM OUT. AND AFTER FEW DAYS, THEY CAME BACK TO GIVE US HARD TIME. THEY HIRE PEOPLE ILLEGALY AND PAYING UNDER THE TABLE AND MANAGEMENT ASKED ME TO LOOKED AFTER THEM. IF I GO TO ASK THEM ABOUT THEIR WORK, ON THAT TIME THEY ARE BECOMING VIOLANTE LIKE SHOUTING, SCREAMING. FOR YOUR BETTER UNDERSTANDING, I USUALLY WORKED AT NIGHT. IN JUNE, WITHOUT INFORMING ME THEY CHANGE MY WORKING SHIFT FROM NIGHT TO DAY AND AGAIN PUT ME INTO NIGHT SHIFT. SOMETIME, THEY TOLD ME TO GO OTHER HOTELS, ASTORIA HOTEL, FOR WORKING BUT IT IS NOT CONVENIENT FOR ME. BESIDES, IN LAST YEAR ONE CHEQUE WAS MISSING, I DON'T KNOW ANYTHING ABOUT THIS CHEQUE, AND THEY ARE ACCUSING ME THAT I STEAL THIS CHEQUE. AFTER SOMETIME, I KNOW THAT THIS CHEQUE IS BELONGS TO THE BAR, BAR OWNER NAME IS ^{s.22} .. I ASKED ^{s.22} , ABOUT THE CHEQUE, ^{s.22} SAID REGENT HOTEL MANAGEMENT CASH THIS CHEQUE. MY EMPLOYEE CHARGING ME \$400 FOR THIS CHEQUE AND THEY ALSO THREATEN ME. SO FAR I KNOW, THEY HAVE FIVE HOTELS IN VANCOUVER AND THEY HIRE PEOPLE ILLEGALY AND PAY THEM UNDER THE TABLE. THEY ARE ALSO TAKING ADVANTAGE FROM THE ^{s.22} ^{s.22} SO I TRYED TO PROTEST THEM, THEY ARE GIVING ME HARD TIME FOR THIS. IN LAST 3 MONTHS, I DIDN'T GET MY PAY CHEQUE ON TIME. NOW, I'M TOO MUCH STRESSFUL BECAUSE OF THIS AND AT THIS MOMENT I NEED HELP. IF YOU HAVE ANY QUESTIONS REGARDING MY CLAIM JUST GIVE ME A CALL ON THAT NUMBER: ^{s.22} AUGUST SECOND, I GOT MY THREE PAY CHEQUE AND HOLIDAY PAY CHEQUE VIA MAIL. SHOULD I CASH THESE CHEQUE OR NOT.?

Page 221 to/à Page 223

Withheld pursuant to/removed as

Copyright

Ross, Jim A LBR:EX

Subject: Mediation~J. Ross ER#041-771 Triville Enterprises Ltd. coba Regent Hotel and ee^{s.22}
Is.22 (BOTH PARTIES IN PERSON)

Location: LBR R R3 ESB Burnaby LBR:EX; LBR R R5 ESB Burnaby LBR:EX

Start: Thu 2013-10-31 1:00 PM
End: Thu 2013-10-31 4:00 PM
Show Time As: Tentative

Recurrence: (none)

Meeting Status: Not yet responded

Organizer: LBR ESB Office Calendar Richmond LBR:EX
Required Attendees: Ross, Jim A LBR:EX
Optional Attendees: Barichello, Dan LBR:EX



Notice of Mediation Session

October 7, 2013

File # 041-771
Sent by Email

To: TRIVILLE ENTERPRISES LTD.
carrying on business as
REGENT HOTEL
769 HASTINGS ST E
VANCOUVER, BC V6A 1R3

s.22

Address deleted for privacy purposes

In the matter of:

A complaint by ^{s.22} under the Employment Standards Act
against TRIVILLE ENTERPRISES LTD. carrying on business as REGENT
HOTEL

Issue: compliance with the Employment Standards Act.

Mediation Services

The Director of Employment Standards provides mediation services in an effort to assist the parties to resolve alleged contraventions of the Employment Standards Act. The Director has appointed a mediator to meet with the parties as follows:

In Person:

Date: Thursday, October 31, 2013
Time: 1:00 p.m.
Place: 250 – 4600 Jacombs Road, Richmond, BC V6V 3B1

Mediation provides an opportunity for the parties to discuss their issues in a neutral environment and come to a resolution acceptable to both of them.

For additional information, please refer to the Mediation Factsheet attached.

What to Bring

Ministry of Jobs, Tourism
and Skills Training and
Minister Responsible for
Labour

Employment Standards
Branch

Mailing Address:

250 - 4600 Jacombs Rd
Richmond, B.C. V6V 3B1

www.labour.gov.bc.ca/esb

Telephone: 604-660-4946
Facsimile: 604 713-0450

You should bring any documents that will help to resolve the issues in dispute, such as payroll records or pay stubs, calendars, time sheets, letters etc. These documents will be made available to the other party and the mediator at the time of mediation.

Additional information is available at: www.labour.gov.bc.ca/esb/ or by phone at 1-800-663-3316 or (250) 612-4100 in Prince George

Danny Barichello
Delegate of the Director of
Employment Standards

Attachment

Barichello, Dan LBR:EX

From: George J. Metrakos [george@metrakos.com]
Sent: Monday, October 7, 2013 10:46 AM
To: Barichello, Dan LBR:EX
Subject: Re: Employment Standards Mediation.

Thank you.

Warm best wishes,
George Metrakos
Suite 158-8623 Granville St.
Vancouver, British Columbia
☎ 604-817- 5557
☐ 604-241-0102

Sent from my iPhone

On Oct 7, 2013, at 10:04 AM, "Barichello, Dan LBR:EX" <Dan.Barichello@gov.bc.ca> wrote:

Hello Mr. Metrakos. Attached above is the mediation notice and mediation fact sheet. The mediation has now been scheduled as follows:

In Person:

Date: Thursday, October 31, 2013

Time: 1:00 p.m.

Place: 250 – 4600 Jacombs Road, Richmond, BC V6V 3B1

Please bring everything you need to support your position.

PLEASE CONFIRM RECEIPT OF THIS EMAIL.

Thank you.

Danny Barichello
Delegate of the Director of Employment Standards
Phone: 604-713-0403
Fax: 604-713-0450
E-mail: dan.barichello@gov.bc.ca

Employment Standards Branch
250 - 4600 Jacombs Road
Richmond, BC V6V 3B1

<Regent.pdf>

<mediation.pdf>



Notice of Mediation Session

October 7, 2013

File # 041-771
Sent by regular mail

To: TRIVILLE ENTERPRISES LTD.
carrying on business as
REGENT HOTEL
769 HASTINGS ST E
VANCOUVER, BC V6A 1R3

s.22

Address deleted for privacy purposes

In the matter of:

A complaint by s.22 _____ under the Employment Standards Act
against TRIVILLE ENTERPRISES LTD. carrying on business as REGENT
HOTEL

Issue: compliance with the Employment Standards Act.

Mediation Services

The Director of Employment Standards provides mediation services in an effort to assist the parties to resolve alleged contraventions of the Employment Standards Act. The Director has appointed a mediator to meet with the parties as follows:

In Person:

Date: Thursday, October 31, 2013
Time: 1:00 p.m.
Place: 250 – 4600 Jacombs Road, Richmond, BC V6V 3B1

Mediation provides an opportunity for the parties to discuss their issues in a neutral environment and come to a resolution acceptable to both of them.

For additional information, please refer to the Mediation Factsheet attached.

What to Bring

Ministry of Jobs, Tourism
and Skills Training and
Minister Responsible for
Labour

Employment Standards
Branch

Mailing Address:

250 – 4600 Jacombs Rd
Richmond, B.C. V6V 3B1

www.labour.gov.bc.ca/osb

Telephone: 604-660-4946
Facsimile: 604 713-0450

You should bring any documents that will help to resolve the issues in dispute, such as payroll records or pay stubs, calendars, time sheets, letters etc. These documents will be made available to the other party and the mediator at the time of mediation.

Additional information is available at: www.labour.gov.bc.ca/esb/ or by phone at 1-800-663-3316 or (250) 612-4100 in Prince George

Danny Barichello
Delegate of the Director of
Employment Standards

Attachment

George Metrakos, CCRN/CCRM B.C.
Operations Manager
Direct No. 604.817.5557
george@metrakos.com
File No: ER 041-771

October 7, 2013

Triville Enterprises Ltd.
DBA Regent Hotel
Office-769 East Hastings Street,
Vancouver, BC V6A 1R3

Mr. Danny Barichello
Delegate of the Director
Employment Standards Branch
250-4600 Jacombs Road,
Richmond, BC V6V 3B1

Without Prejudice

Dear Sir:

Re: s.22

My name is George Metrakos and I am a senior operations manager for Triville Enterprises Ltd. and have been assigned to take conduct of the above referenced file through the Mediation process.

After reviewing s.22 complaint under s. 74 of the Employment Standards Act, we respectfully submit that section 80 of the *Employment Standards Act* limits the period of time the Employment Standards Branch can consider to determine if monies are owed to an employee under the *Act*. In this regard, the Employment Standards Branch can only consider the six-month time period preceding s.22 voluntary departure from the Regent Hotel. The significant majority of the allegations s.22 makes regarding monies owed are well outside this six-month time period, and are therefore statute barred.

s.22 Complaint alleges *Regular Wages Owed* from July 1, 2013-July 12, 2013 in the amount of \$138.38. Triville respectfully submits that the Complainant received his final pay cheque with vacation pay on August 2, 2013 by Registered Mail. The Complainant had changed his address and the original mailing of his final pay cheque on July 16, 2013 was returned to the Employer and printed on the envelope was "Not at This Address." It wasn't until August 1, 2013 that s.22 current address was provided to the Employer. Any undue delay in the delivery of s.22 final pay cheque was entirely unforeseeable by the Employer.

TRIVILLE ENTERPRISES LTD.
OFFICE 769 EAST HASTINGS STREET, VANCOUVER, BC V6A 1R3

Further to our telephone conversation this morning, we confirm that the Mediation Session for the above referenced file will take place on Thursday, October 31, 2013 at 1:00 p.m.

Respectfully submitted on this 7th day of October 2013 by:



George Metrakos, CCRN / CCRM B.C.

TRIVILLE ENTERPRISES LTD.
OFFICE 769 EAST HASTINGS STREET, VANCOUVER, BC V6A 1R3

Page 233

Withheld pursuant to/removed as

s.3

s.22

s.22

③

769 E HAWTHORNE
VIA IR3

JULY 4/06

VISITED THE ASTORIA HOTEL AND
SPOKE TO

LEGAL NAME: YANG-MYUNG HOTEL
MANAGEMENT LIMITED

s.22

ASKED FOR TWO WEEK
SCHEDULE ENDING JUNE 30/06, WHICH
HE GAVE (ATTACHED). ALSO
STATED ALL THOSE ON ~~THE~~ SCHEDULE ARE ON PAROL.
STATED HE WAS ON THE BARTON PAROL
BAR IS OPEN THURSDAYS FRIDAYS &
SATURDAYS

NO OF EMPLOYEES
BARTON 2
BEE & WINE STORE 2
HOTEL 48
TOTAL 52

ONE EMPLOYEE DID MENTION OF 15
PAID AT REGULAR TIME AND 9 PAYS
IF QUALIFIED AND THE EMPLOYEE
WORKS. THE EMPLOYEE IS PAID FOR
ALL HOURS WORKED PLUS 1 DAY'S
PAY

THIS FILE IS CLOSED

ASTORIA HOTEL		PAYROLL # F480		PERIOD: 16 JUNE 72 30 JUNE 72														
TIME SHEET		FRI	SAT	SUN	MON	TUES	WED	THUR	FRI	SAT	SUN	MON	TUES	WED	THUR	FRI	Stat	COMMENTS
DAYS	DATES	16	17	18	19	20	21	22	23	24	25	26	27	28	29	30	Hol.	
NAMES																		
s.22		8	X	X	8	8	8	8	5	X	X	8	8	8	5	8		88
		X	X	8	5	8	8	8	X	X	8	5	8	8	8	8		88
		X	5	X	8	X	X	8	X	4 1/2	X	8	X	8	X	X		41 1/2
		X	X	X	X	X	X	X	X	X	X	X	X	X	X	X		—
s.22		8	X	8	8	8	X	X	X	X	X	X	X	X	X	X		32 (RCE)-VERY
		8	8	8	8	8	X	8	8	8	8	8	8	8	8	8		88
		X	8	X	4	X	X	8	X	X	X	X	X	X	X	X		30
		8	X	X	X	7	7	8	8	X	X	X	X	8	8	X		47
		X	X	X	7 1/2	7	6	6 1/2	6 1/2	X	X	7	8	6 3/4	8	6 1/2		61 3/4
																		474 1/2

Agency:	Vancouver Police Citywide Enforcement Team	Page #
Date of on-site inspection:	, 2006	
Property Name:	ASTORIA	
Property Address:	769 E HASTINGS	
Owner:		
Phone:	Cell: s.22 Fax:	
Manager/Desk clerk/contact during inspection:		
Phone:		
On-Site Assessment Criteria		Y/N
Staffing and Employment:		
1	Is there a front desk manager?	(Y) N
2	How many hours a day is the desk managed? 24 hrs / day	
3	How many people are scheduled on the front desk at any given time? ONE	
4	How are desk staff paid? CHEQUE	
5	Are they earning a legitimate wage? s.22	Y / N
6	How many staff are employed at the hotel/sro? FIVE	
7	How many hours do they work a week and who are they? 1 CLEANER, 4 FRONT DESK	
8	What are their duties and wages? 7	
9	Have any of the employees/managers taken a hotel management course?	Y (N)
	If so, which one?	
10	Were the employees/management co-operative?	(Y) / N
Registers:		
11	How is the tenant register maintained? (log/computer) LOG	
12	Is the register adequate? (ink/legible/complete)	(Y) / N
13	Is the register accurate? APPEARS TO HAVE EVERYTHING COVERED	Y / N
14	If the register is computerized, is the computer on the premises?	Y / N
15	Does the hotel maintain contact numbers for residents in case of emerg? (NOK/MD)	Y (N)
16	Does desk staff/mgmt maintain a log of unusual circumstances that could assist emergency personnel attending to residents in distress? (safety) DAILY + THROWN OUT AT MONTHS END	(Y) / N
17	Are clients required to show ID when they register?	(Y) / N
	If so, what type of ID? PICTURE	
18	Are clients screened before being given an intent to rent?	Y (N)
19	How are they screened?	
20	Do they use a rental agreement when they rent a suite?	(Y) / N
21	Is there a maintenance log for the hotel?	(Y) / N
22	Is is adequate?	(Y) / N

Property Name:		Page #
On-Site Assessment Criteria cont		Y/N
Security:		
23	Is entry to the building managed?	(Y) N
24	If entry is managed - how? BUZZER & NIGHT FOR FRONT DOOR	
25	Are security cameras utilized?	Y (N)
Fees:		
26	Are guest fees collected?	Y (N)
27	How much is charged for the guest fee?	
28	Are guest fees recorded in a daily ledger?	Y/N
29	Are receipts given out when guest fees are collected?	Y/N
Occupants/Tenancy:		
30	How many people are staying in the hotel? 64 rooms RENTED	
31	How many rooms are vacant? 20 VACANT	
32	What is the total capacity of the hotel? 84.	
33	What are the specific room numbers at the hotel/sro and what is the capacity of each room? (may need to add extra page)	
	1st floor 26 rooms	
	2nd 29	
	3rd 29	
Building Physical attributes:		
35	Are there receptacles in the building for disposal of hypodermic needles? 1 IN WASHROOM	(Y) N
36	If so, describe the number of receptacles and their location (ex. 2 per floor, where)	↑
37	If so, what are the receptacles made of? PLASTIC.	
Other indicators:		
38	Is there evidence supporting the movement of stolen property? CLERK SAYS NO	Y (N)
39	Is there evidence supporting the trafficking of drugs? " " SOME	Y (N)
40	Does this premise appear to be linked to street disorder/crime issues in the immediate vicinity? SMOKE POT	Y/N
	If so how? I OBSERVED RAZOR BLADES ON FIRE	
Comments: ESCAPE + CABLE BOX HUGE MESS W SPLITTERS OTHERWISE NO SIGNS OF DRUGS OR STOLEN PROPERTY IN HALLWAYS		
Authorizing Agency Signature and date		

Agency: City of Vancouver Fire Department		
Date of on-site inspection: MAR. 3, 2006		
Property Name: ASTORIA HOTEL		
Property Address: 769 EAST HASTINGS		
On-Site Assessment Criteria		Y/N
20	Corridors (Must have no storage or obstructions. Maintained in good repair)	✓
21	Exterior Passageways (To be kept free of snow or ice build-up)	N/A
22	Exit Stairs (Treads and handrails must be solid and well maintained)	✓
23	Passageways (Adequate artificial lighting. No timer controlled lights.)	✓
24	Outside Fire Escapes (No broken steps or railings. Must be securely bolted to the bldg.)	N
25	Sprinkler Systems (Must have ASTTBC tag attached)	✓
26	Sprinkler System (Main Shutoff valve to be locked in the OPEN position)	✓
27	Fire Dept. Connection (Must be clearly visible. Protective caps in place)	✓
28	Fire Dept. Connection (Unobstructed clear access. Direct signage if necessary)	N
29	Floze Cabinets (Re-racked annually. ASTTBC tag attached)	N/A
30	Furnace/Mechanical room (Absolutely no storage. Must be used as designed)	✓
31	Furnace/Mechanical room (Self Closing device on door. Door to be labelled)	✓
32	Underground Parking (no unauthorized general storage. No locks on Exit Doors)	N/A
33	Underground Parking (No propane fuelled vehicles. No propane storage)	N/A
34	Building Addresses (Must be clearly visible from the street, even at night.)	✓
35	Assembly Occupancies (Require "Occupant Load Certificates". Sixty persons or over.)	N
36	Kitchen Extinguishers (ASTTBC tag. Serviced)	N/A
37	Kitchen canopy/Filters (ASTTBC tag. Serviced)	N/A
38	Breach in Fire Separation (Holes in walls or ceilings. Repair gyproc)	N
Agency Report Attached: (Y) N		10
Pictures Attached: (Y) N		
Comments:		
N/EXTERIOR. FIRE ESCAPE NEEDS A INSPECT		
134 A. QUALIFIED ENGINEER.		
Authorizing Agency Signature F.P.I. K.M. Sawyer		
and date MAR-3-06		



VANCOUVER FIRE AND RESCUE SERVICES
FIRE PREVENTION DIVISION
#201 - 456 WEST BROADWAY
VANCOUVER, B.C. V5Y 1R3

Fire Prevention Inspection Report

Property Address: 769 East Hastings
Number of Storeys: 4
Building Type: Wood frame
Tenant:

Date of Report (yy/mm/dd): 2006/03/06
Date of Inspection (yy/mm/dd): 2006/03/03
Fire Inspector: K. Suzuki
Time In: 09:50
Time Out:

Owner: PAUL S. S. HOTA.

Reason for Inspection: COORIN. INSPECTION

Narrative/Observations

769 East Hastings, Astoria Hotel. 4 storey, wood frame construction and basement. Brick clad, approximate size 600+ square meters.

Main floor – lobby, beer and wine store and pub with a fire occupancy of 237.
2nd, 3rd, and 4th floor sleeping rooms (84) with approximate occupancy of 126.
Basement – a boxing arena and storage.

Following fire deficiencies were noted:

- Lobby main floor (office) found one 20lb propane bottle. R/O removed to outside office. On the ceiling a breach in fire separation approximately 2"x6".
- Lobby north door in open position. Latch set protruding from door.
- A mezzanine above lobby office. Note: could not gain entry but a window is adjacent to lobby. FPI asked the manager for a ladder and gained access to the room. It is being used as a storage with numerous cardboard boxes full of old paper and files. Unacceptable fire load.
- Beer and wine store mid exit sign not illuminated; bulbs burnt out. Mid north common hallway obstructed with numerous cardboard boxes. Note: common hallway is the main entry and exit to the boxing club in basement.
- 2nd, 3rd, and 4th floors: all suite doors and washroom doors missing self closing devices.
- 4th floor #301, 303, 304, 311, 315, 318 suite doors damaged.
- 3rd floor, 207 - 228 sprinkler pipes were obstructed with clothes, mountain bikes, or Christmas lights hung from sprinkler pipe.
- 4th floor north pull station taped shut.
- #306 Tenant had numerous lit candles throughout room.
- #325 a breach in fire separation approx. size 10"x4".
- #308, 311, 225, 129 the hard wired smoke alarm were either missing or not functioning.
- 4th floor storage room across from 314 a breach in fire separation approx. 5'x6'.
- 3rd floor northwest common hallway a breach in fire separation approx. 4" radius.
- #108 - signs of illegal drug use, e.g. aluminum foil, lighters.

"PEOPLE WHO CARE ABOUT YOU"

#201 - 456 West Broadway, Vancouver, British Columbia, Canada V5Y 1R3 604.873.7595 Fax 604.873.7872 www.city.vancouver.bc.ca/fire

- 2nd floor north common hallway breach of fire separation in ceiling 6"x4".
- #322 - room is in untidy condition. A deep fat fryer and other cooking devices were noted in almost all rooms.
- Pub main floor northwest common hallway leading to the Northwest fire exit and common hallway forms part of means of egress from pub. Egress obstructed with steel scaffolding approx. 8'x5'. Numerous 2x4 sheets of plywood, large speakers, a temporary storage made of plywood leaning against north mid wall approx. 8'x8'. Too much to itemize.
- West of stage, mid north common storage obstruction in common hallway leading to northwest fire exit. 2 large wood ladders, 8'x2', numerous sheets of plywood, extension cords and 1 large garbage can obstructing that common hallway.
- Mid north stage combustible storage under stage. Cardboard boxes, etc. Too much to itemize.
- Basement south east combustible storage obstructed. Sprinkler system shut off and adjacent to means of egress. Numerous garbage bags full of cloth, cardboard boxes, foam mattresses, too much to itemize.
- South mid above. Shower, changing rooms, a breach in fire separation approx. 10'x4'.
- Basement northeast common hallway leading to north fire exit was obstructed with 2 large pallet boards.
- Basement additional exit signs (directional) are needed.
- North exterior platform and drop ladder needs an inspection from engineer deeming it in safe condition and exterior drop ladder does not reach to 8' above grade (approx. 12').

Barb, my concerns are as follows:

1. The cooking devices in majority of suites.
2. Deficiencies within pub, R/O has been charged with the same deficiencies in the past.
3. The means of egress from public boxing ring in basement.

Note: R/O did not have keys to 3rd floor. He said there was a stabbing and police took keys.

Pub requires a Maximum Occupant Load certificate and by using the temporary north stage does affect his occupant load.

Report to City Prosecutor.

Contraventions to the Vancouver Fire Bylaw

"PEOPLE WHO CARE ABOUT YOU"

#201 - 456 West Broadway, Vancouver, British Columbia, Canada V5Y 1R3 604.873.7595 Fax 604.873.7872 www.city.vancouver.bc.ca/fire

Page 242 to/à Page 243

Withheld pursuant to/removed as

s.3



Ministry of Jobs, Tourism and Skills Training and
Minister Responsible for Labour
Employment Standards Branch

Complaint and Information Form



For office use only:

Office	
ESI Date	
EB No.	715-231
Assign No.	371262
EE No.	s.22
D. Assign.	
Officer	

Date Stamp Here
RECEIVED
SEP 23 2013
EMPLOYMENT STANDARDS
BRANCH - LOWER MAINLAND

Before the Employment Standards Branch takes any action on your complaint, you must complete the SELF-HELP KIT. It is available from any Employment Standards Office and on the Internet at www.labour.gov.bc.ca/esb. Except under very unusual circumstances, the Branch will not process complaints unless the SELF-HELP KIT has been used.

Please indicate which statement applies before continuing.

- ☒ I have used the Employment Standards self-help kit and the problem has not been resolved.
- ☐ I have been advised by the Employment Standards Branch not to use the self-help kit for the following reason:
- ☐ I am within one month of the six-month time limit for filing an employment standards complaint. If I do not contact the Employment Standards Branch within 30 days to confirm I have used the self-help kit, the Director of Employment Standards will consider my complaint withdrawn. I am aware that my complaint will not be reviewed during this time.

The information on this form is collected under the authority of the *Employment Standards Act*. The information provided will be used to process your complaint against an employer with respect to wages or any other matter you have specified. You must give us your complaint no later than six months after the end of your employment with this employer; or, if your complaint concerns ss.8, 10 or 11 of the Act, we must receive your complaint no later than six months after the date of the alleged contravention. Questions about the collection and use of this information, contact the Director of Employment Standards, Ministry of Jobs, Tourism and Skills Training and Responsible for Labour, PO Box 9570 Stn Prov Govt, Victoria BC V8W 9K1. Telephone: 1-800-663-3316

PLEASE PRINT CLEARLY & COMPLETE BOTH PAGES

SECTION A: INFORMATION ABOUT YOUR EMPLOYER		EB No. 715-231	
Name of Employer (name of company or business): <i>Know as Roddy</i>		Assign No. 371262	
Street address of employer: <i>769 E HASTING</i>	City/town and province: <i>NORTH VANCOUVER</i>	Postal Code: <i>V7G 1Z5</i>	
Mailing address of employer: <i>same as above</i>	City/town and province: <i>B.C.</i>	Postal Code: <i>V7G 1Z5</i>	
Telephone number: () s.22	Type of Business:		
Employer's Email address:			
Name of your supervisor:		Name and phone number of owner: <i>Roddy - s.22</i>	
Address of place where you worked if different from above: <i>same</i>		Is your employer bankrupt or in receivership? <input type="checkbox"/> YES <input checked="" type="checkbox"/> NO	
Is your employer still in business? <input checked="" type="checkbox"/> YES <input type="checkbox"/> NO		If NO, when did your employer go out of business?	
Employer's bank: <i>Don't know</i>		Employer's bank branch: <i>Don't know</i>	
SECTION B: INFORMATION ABOUT YOU			
Your last name: s.22	Your first or given name: <i>COMPLAINT</i>	Middle Initial(s)	Social Insurance Number: s.22
Your mailing address: s.22	City/town:		Postal Code:
Your phone number: s.22	A phone number where a message can be left: ()		Are you in BC under a Foreign Worker Program? <input type="checkbox"/> YES <input checked="" type="checkbox"/> NO
Date of Birth: s.22	Email address:		
Are you covered by a collective agreement (union contract)? <input type="checkbox"/> YES <input checked="" type="checkbox"/> NO			
Union's Name:			

Continued on Page 2

SECTION C: YOUR WORK HISTORY WITH THIS EMPLOYER				
Your job title:	Date you started work for this employer:	Last day you worked for this employer:		
Your rate of pay:	<input type="checkbox"/> Still employed <input type="checkbox"/> Quit <input type="checkbox"/> Other* <input type="checkbox"/> Fired <input type="checkbox"/> Laid off *Please explain below.			
Are your hours of work regular? <input type="checkbox"/> YES <input type="checkbox"/> NO	Hours worked per day:	Number of days worked per week:	Total hours per week:	
How often were you paid? <input type="checkbox"/> Daily <input type="checkbox"/> Weekly <input type="checkbox"/> Every two weeks <input type="checkbox"/> Twice a month <input type="checkbox"/> Other: _____				
Do you have a record of the hours worked for this employer that are relevant to your claim? <input type="checkbox"/> YES <input type="checkbox"/> NO If YES, attach records to this form.				
Attach a photocopy of your pay cheque, pay statements, Record of Employment, if available.				

WHAT DO YOU BELIEVE YOU ARE OWED?

	DATE	DATE	ESTIMATED AMOUNTS
<input type="checkbox"/> Regular Wages	From	To	
<input type="checkbox"/> Overtime	From	To	
<input type="checkbox"/> Annual Vacation Pay	From	To	
<input type="checkbox"/> Statutory Holiday Pay	Specify Dates:		
<input type="checkbox"/> Deductions from wages	Specify Dates:		
<input type="checkbox"/> NSF Cheques (Attach original, or copies if available)			
<input type="checkbox"/> Pregnancy/Parental/Other Leave			
<input type="checkbox"/> Compensation for Length of Service (sometimes called Termination Pay)			
<input type="checkbox"/> Other (Specify):			
<small>certify that all information I am providing is true and correct to the best of my knowledge, and I agree to my name being used in an investigation, mediation or adjudication.</small>			ESTIMATED TOTAL

SECTION D: DETAILS OF YOUR COMPLAINT: (Please note this part of the form may be made available to your employer.)

use additional pages if necessary

Please Note: In order to process your complaint as quickly as possible, attach all available information relating to your claim - i.e. copies of your cheque stubs, daily time records, and your Record of Employment. For us to contact you for information, investigate your complaint, or pay money that we may collect for you, it is important that you tell us about any changes in your mailing address or telephone number. You should also be aware that, once a decision has been made and a determination issued regarding your complaint, no further action should be taken by you to enforce your claim without the written consent of the Director of Employment Standards.

I, _____ <div style="text-align: center; font-size: small;">Print Name</div>	certify that all information I am providing is true and correct to the best of my knowledge, and I agree to my name being used in an investigation, mediation or adjudication.
_____ <div style="font-size: small;">Signature</div>	_____ <div style="font-size: small;">Date</div>

SEND THIS PAGE TO YOUR EMPLOYER REQUEST FOR PAYMENT

(Employer Information)

(Employee Information)

TO:

FROM:

s.22

KNOWNS ROODY

(Name)

(Name)

ASTORIA BAR

(Company)

769 E HASTING

(Address)

VANCOUVE

(City)

B-C V6A 1R3

(Province, Postal Code)

s.22

ail etc.)

ax)

According to the B.C. *Employment Standards Act*, I believe I am owed the following:

The *Employment Standards Act* allows wages to be collected for the last six months of employment. For people who are still employed, wages can be recovered for the six months prior to the complaint being filed with the Branch. (Use additional pages to provide details of days and hours, etc.)

A. REGULAR WAGES: From _____ To _____

Rate of Pay	Total Unpaid Hours	Wages Owning
\$ At least 10. ⁰⁰	280 hrs	= \$ 2800

B. OVERTIME WAGES: From _____ To _____

Rate of Pay	Total Unpaid Hours	Wages Owning
\$ Not Discussed		= \$

C. STATUTORY HOLIDAY PAY:

Statutory Holiday (List specific days)	Average day's pay for statutory holiday	Plus 1.5 times your regular wage for first 12 hours worked + double time after 12 hours	Less any wages paid for the day	Equals statutory holiday pay owing
Total Owning \$				

SEND THIS PAGE TO YOUR EMPLOYER

D. COMPENSATION FOR LENGTH OF SERVICE (if no written notice of termination):

Based on average weekly wages (excluding overtime) earned in the last eight weeks of employment. If hours of work were reduced towards the end of employment, use the most recent eight weeks where normal hours were worked.

Date hired: _____ Last day worked: _____

Regular wages for last eight (8) weeks of employment: \$ _____

Divide that by eight (8) to get an average week: \$ _____

Length of Employment (years or months)	Weeks of Entitlement	Average Weekly Wage - last 8 weeks	Amount owing
7 Months	28 Week(s)	X \$ /week	= \$ 2800

E. VACATION PAY: From _____ To _____

The first line is for outstanding vacation pay not paid on wages earned while employed. The second line is for vacation pay payable on amounts claimed in sections A - D above.

Rate of Vacation Pay	Total Wages Earned	Vacation Pay Owing
%	X	= \$
Rate of Vacation Pay	Total from Sections A - D	Vacation Pay Owing
%	X	= \$

F. OTHER ISSUES: Please explain; include additional pages or calculations if needed.

I paid for business licence for 2013 plus I spend
lots of money upgrade small KITCHEN in the back of
bar beside musical band extreme noise like loss of food
\$469 + 500 =

Other Amount Requested:

\$ 969.00

I am requesting a total (items A through F) payment of: \$3769.00

Please respond to this request within 15 calendar days of the date you receive this form. If you fail to respond, or if we are unable to resolve this matter, I may file a complaint with the Employment Standards Branch of the Ministry of Labour and Citizens' Services.

Sincerely,

s.22

Signature /

Date

Sept 15 - 2013

1st Dec. 12'

ASTORIA HOTEL
769 Bth ASTORIA
VAN. BC.

This is to state that
WORKS at the ASTORIA as

s22

s22

Thanks,
Randy Dorte
MANAGER

NOTE

THE OWNER wrote This letter many months later
for me as a reference letter - - -

s22



LICENCES & INSPECTIONS DEPARTMENT

City Hall, East Wing, 453 West 12th Avenue
Vancouver, BC Canada V5Y 1V4
Within Vancouver, phone: 3-1-1
Outside Vancouver, phone: 604-873-7000

Astoria Hotel
Saroop Dasta
769 E HASTINGS ST
Vancouver, BC CAN V6A 1R3

2013

Licence # 13-177908

BUSINESS LICENCE

Issued January 18, 2013
Expires December 31, 2013

Licence Holder:

Saroop Dasta

Business Trade Name:

Astoria Hotel

Located At: 769 E HASTINGS ST

**Business Type: LT - Ltd Service Food
Establishment**

BL Renewal Fee	\$469.00
Total Fee Paid	\$469.00

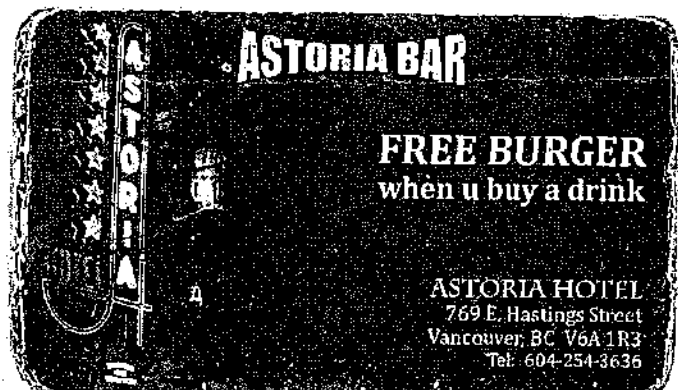
The maximum number of seats permitted both inside and out is 16.
Liquor service is not permitted.
(All outdoor seating would require a separate permit.)

All components of any sound amplification equipment used for musical reproduction shall be contained within the building.

Patio area must comply with applicable provisions of the Health By-law.
Smoking in and around the patio area is not permitted.

ANCILLARY TO PUB - NO LIQUOR SERVICE PERMITTED
Hours of operation limited to SAME hours as existing pub use.

This business must be closed and not open for business between the hours of 2:00 a.m. and 6:00 a.m. of every day as per By-law No. 8022.



The above named is hereby licensed to carry on the business, trade, profession or other occupation stated herein. In issuing this licence the City does not represent or warrant compliance with other City of Vancouver by-laws. The licensee is responsible for ensuring compliance with all relevant by-laws of the City and additional approvals may be required provincially or federally. If this licence has been issued in conjunction with a time-limited Development Permit, this licence will not be valid if the Development Permit has expired and has not been extended. This licence must be posted upon the licensed premise and is valid at this address only.

ATTENTION

Megan please

Employment Standard 1

I am self made chef- s.22

RECEIVED

JAN 29 2014

s.22

I was hired by Saroop Dasta Known as Roady
Before me and another woman named s.22

he was paying minimum wage to a guy to cook
for customers. He never made any lease
what he is saying is lie to protect himself

The paper he wrote 2-3 months before he
fired me made to collect Rent from me.
I and my lady friend s.22

start working from Sept. 2012 - Apr 2013

7 day a week, starting 4 - finish by 1AM
Driving back to s.22 back and forth

Customer Take a token from bartender we
receive for each token \$3. from customer and
giving it back to bartender we get \$3.

I cook food from scratch and give away for free

2

The Kitchen was very small and infested with cockroach & mice often when hand plate up food cockroach crawling right in front of customer, it was very embarrassing plenty of mice running around right in front of our feet or bar area - The bands were playing ^{crazy punky} just beside of us with EXTREM NOISE so LOUD kitchen - vibrating, we could not hear customers orders Francis got in writing the order, as a result gives pain in my ear, when I get to my bed defining sound come to my head, very problematic, I did visit my doctor, nothing could be done, we worked hard and sacrificed all the hours we were inside - from kitchen back to clean tables take empty ^{beer bottle} ~~cont~~ away and glasses into dishwasher, Also cleaning bathroom wipe out mirrors and counters

5 Starting Sept. 2012

ending April 28 2013

5 days Time 2 hour a night.

$5 \times 2 = 10$ hour/wk

$8m \times 4w = 32$ week

$32 \times 10 = 320$ hour

$320 \times \$10/h = \$3,200$ estimated overtime

I earned no money in 8 months of hard work.

His Manager by of ^{s.22} bouncer

on OCT. 6 - 2013 SUNDAY around 4 PM

attack me punch and Kick me to ground

not to pursue my complaint, my friend —
wasn't in front I would be dead.

Case ^{s.22}

police constable ^{s.22}

B.2352

4

We spoke to "Roody" the bar owner
 if you wants us go give us 1 month
 notice but very short notice at the
 end of our many months sacrificing for
 him and making him money and lots of
 business he order us with no respect out
 I had to take truck load of kitchen
 equipment till 3 in the morning on April 28
 back to Maple Ridge the following are as
 I remember brought into Kitchen

- 1-2 Microwave
- 2- Deep fryer
- 3 pots & pans
- 4 plastic Utensile
- 5 foot Countaine
- 6 plastic plate
- 7 foot warmer I paid \$200
- 8-Show Case for chips . . .
- 9 Catchup, Mustard
- 10 lots Vegi, potato onion garlic
- 11 lots of spices
- 12 - all sign - menu

Page 254

Withheld pursuant to/removed as

s.22

1 PAID FOR THIS LICENCE but not 2012

LICENCES & INSPECTIONS DEPARTMENT

City Hall, East Wing, 453 West 12th Avenue

Vancouver, BC Canada V5Y 1Y4

Within Vancouver, phone: 3-1-1

Outside Vancouver, phone: 604-873-7000

Astoria Hotel
Saroop Dasta
769 E HASTINGS ST
Vancouver, BC CAN V6A 1R3

2013

Licence # 13-177908

BUSINESS LICENCE

Issued January 18, 2013
Expires December 31, 2013

Licence Holder:

Saroop Dasta

Business Trade Name:

Astoria Hotel

Located At: 769 E HASTINGS ST

Business Type: LT - Ltd Service Food
Establishment

BL Renewal Fee	\$469.00
Total Fee Paid	\$469.00

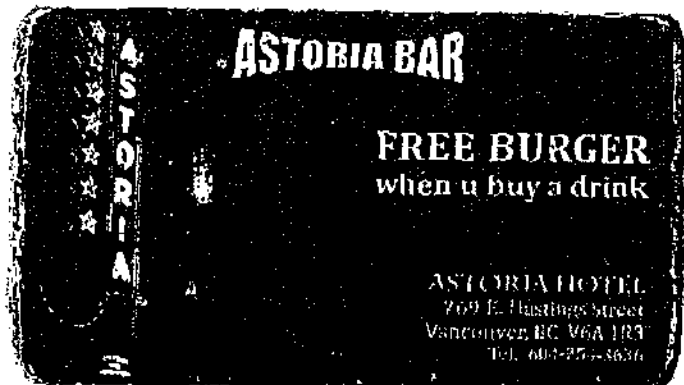
The maximum number of seats permitted both inside and out is 16.
Liquor service is not permitted.
(All outdoor seating would require a separate permit.)

All components of any sound amplification equipment used for musical reproduction shall be contained within the building.

Patio area must comply with applicable provisions of the Health By-law.
Smoking in and around the patio area is not permitted.

ANCILLARY TO PUB - NO LIQUOR SERVICE PERMITTED
Hours of operation limited to SAME hours as existing pub use.

This business must be closed and not open for business between the hours of 2:00 a.m. and 6:00 a.m. of every day as per By-law No. 8022.



The above named is hereby licensed to carry on the business, trade, profession or other occupation stated herein. In issuing this licence the City does not represent or warrant compliance with other City of Vancouver by-laws. The licensee is responsible for ensuring compliance with all relevant by-laws of the City and additional approvals may be required provincially or federally. If this licence has been issued in conjunction with a time-limited Development Permit, this licence will not be valid if the Development Permit has expired and has not been extended. This licence must be posted upon the licensed premise and is valid at this address only.

To Megan Roberts

Feb 14 - 2014

The evidence I have given time it was
beginning of spring that is 28 of April 2013
I reported, They are giving not true evidence
to dis claim me, why his ^{s.22} Managed
beat me up not to carry out my claim
Labour Board - Today ^{s.22} The new
health Inspector called me told me some factual
evidence, before my departure friend of his
got Health permit, The kitchen never operated
even in May & June health inspectors visited,
It was under renovation - according to ^{s.22} told
EX health Inspector, myself & ^{s.22} my partner
paid 2013 licence \$475.00. Rosdy suppose to pay
me back, he never did, he is beating around the
bush, and dishonest, he never find hard
working and good chef like me

^{s.22} - new health Inspector
'could be reached'
^{s.22}

Truly yours

RECEIVED

FEB 14 2014

EMPLOYMENT STANDARDS
BRANCH - LOWER MAINLAND



s.22

February 6, 2014

Dear ^{s.22}

ER #177-498

Re: Post-Hearing submissions on complaint filed under the Employment Standards Act

The adjudicator who conducted the February 5, 2014 hearing on your complaint has provided both you and Star Trex Enterprises Ltd. the opportunity to provide additional evidence on the sole issue of when your last day worked at the Astoria Hotel was.

The adjudicator will review and consider the evidence submitted and will be issuing a formal written Determination on your complaint. As neither party may have contact with the adjudicator outside of the hearing which has concluded, you must forward any additional evidence as requested to me by the deadline as set out below. I will then forward that to the adjudicator for consideration.

Please find enclosed the additional evidence submitted by Star Trex Enterprises Ltd. on this issue. If you have additional evidence on this issue, you must provide it to me **no later than Friday, February 14, 2014**. In addition, if you wish to comment or provide submission on the enclosed evidence submitted by Star Trex Enterprises Ltd., please do so in writing and ensure it too is provided to me **no later than Friday February 14, 2014**. Please deliver this to me at my fax number - 604 713-0450 - or mailing address - Employment Standards Branch, 250 4600 Jacombs Road, Richmond, BC V6V 3B1.

Regards,

Megan Roberts, Delegate of the Director of Employment Standards, 604 713-0436

cc.
s.22

I
IA Ministry of Labour,
Citizens' Services
and Open Government
Employment Standards Branch

Mailing Address:
250 - 4600 Jacombs Road
Richmond BC V6V 3B1



*Noted
Feb 6/14
[Signature]*

s.22

A Ministry of Labour,
Citizens' Services
and Open Government
Employment Standards Branch

Mailing Address:
250 - 4600 Jacombs Road
Richmond BC V6V 3B1



s.22

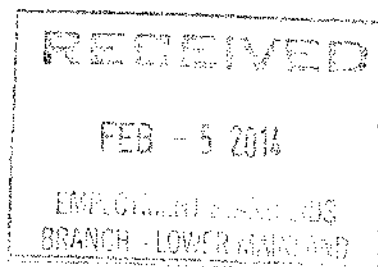
ATTN.

MEGAN ROBERTS

s.22

This is further to show that
had left in first week of Feb. because Star Trek Entpr.
paid coastal Health on 27th Feb '13.

Thanks
Bridy



FAX: 604-713-0450

Vancouver Coastal Health

Promoting wellness. Ensuring care.

INVOICE 2013003415

Date: 2/4/2013

Environmental Health Operating Permit Fee

Operating Permit Fee is for the period April 2013 to March 2014

Page 1 of 1

In Account With Astoria Hotel - Pub

Attention: Paul Samra and/or Owner
 Astoria Hotel - Pub
 788 E Hastings
 Vancouver, BC V6A 1R3

Payment is due upon receipt of this invoice.

A validation decal (v) will be issued approximately 2-3 weeks after payment has been processed.

The Health Act and Regulations provide that an operating permit is valid only if there is an unexpired decal.

Item	Facility	Fee Type	Amount	Period	Annual	Amount
1	Food Service Establishment With More Than 50 Seats	Annual	\$250.00		\$250.00	\$250.00

Please make cheque or money order payable to:

VANCOUVER COASTAL HEALTH AUTHORITY

For inquiries call: 604-675-3800

Mail payment to or pay in person:

VCHA - Environmental Health

#1200 - 601 West Broadway

Vancouver, B.C. V5Z 4C2

Pay in person or phone:

Monday - Friday 8:30 am - 5:00 pm

(Visa/Mastercard/ Direct Debit or Cash accepted)

PLEASE DETACH THE STUB BELOW AND RETURN WITH YOUR PAYMENT. KEEP THIS PORTION FOR YOUR RECORDS.

Legend:

Period: Annual, Flat Rate, Pro-rated, Pro-rata

Annual fees are pro-rated monthly for any month in which the premise operates.

Notice:

Do not mail cash.

A service fee of \$25.00 minimum will be charged for dishonoured cheques. Payments are applied to earliest outstanding balance.

An administration fee of \$100.00 will be charged to overdue accounts.

Total Due: \$250.00

Vancouver Coastal Health

Promoting wellness. Ensuring care.

INVOICE 2013000250

Date: 2/4/2013

Environmental Health Operating Permit Fees

Operating Permit Fee is for the period April 2013 to March 2014

Page 1 of 1

In Account With: Astoria Hotel - Kitchen

Attention: s 22

and/or Owner

Astoria Hotel - Kitchen

760 E Hastings

Vancouver, BC V6A 1R3

Payment is due upon receipt of this invoice.

A validation decal will be issued approximately 2-3 weeks after payment has been processed.

The Health Act and Regulations provide that an operating permit is valid only if it bears an unexpired decal.

Item	Facility	Category Name	Unit	Amount
		Food Service Establishment with More than 50 Seats	Annual	\$250.00

Please make cheque or money order payable to:
VANCOUVER COASTAL HEALTH AUTHORITY
For inquiries call: 604-675-3800

Mail payment to or pay in person:

VCHA - Environmental Health

#1200 - 601 West Broadway

Vancouver, B.C. V5Z 4G2

Pay in person or phone:

Monday - Friday 8:30 am - 5:00 pm

(Visa/Mastercard, Direct Debit or Cash accepted)

Legend

Period: Annual, Flat Rate, Pro-rated

Annual fees are prorated monthly for any month in which the premise operates.

Notice

• Order mail cash

• A service fee of \$25.00 minimum will be charged for dishonoured cheques.

• Payments are applied to earliest outstanding balance

• An administration fee of \$100.00 will be charged to overdue accounts.

Total Due \$250.00

PLEASE DETACH THE STUB BELOW AND RETURN WITH YOUR PAYMENT. KEEP THIS PORTION FOR YOUR RECORDS.

Vancouver Coastal Health

Environmental Health
#1200 - 601 West Broadway
Vancouver, BC V6Z 4G2
604-675-3800
Food Service Establishment with More than 50 Seats

INVOICE 2013000250

Date: 2/4/2013

Page 1 of 1

Environmental Health Operating Permit Fees

Indicate any changes to Facility Name, Billing Address

☐ Information Below is Correct

or

☐ Change as indicated

s 22

Astoria Hotel - Kitchen

760 E Hastings

Vancouver, BC V6A 1R3

Payment Method

☐ Cheque☐ Cash☐ Debit Card☐ Visa☐ Mastercard

Card #

[Card Number]

Name of Card

Signature

Total Due \$250.00

PLEASE DETACH THE STUB BELOW AND RETURN WITH YOUR PAYMENT

Please check off the amounts being paid and write your name, date and telephone number on the stub of this order.

Received Time: Feb. 5, 2014 1:38PM No. 7374



February 05, 2014

Cheque	131	Date	May 15, 2013
Trace #	18518736	Amount	250.00
Account	s.21	Transit	s.21
Currency	CAD	TranCode	

The image shown below represents an official copy of the original document as processed by our institution.

STAR TREK ENTERPRISES LTD. 788 EAST HASTINGS ST. VANCOUVER, B.C. V6A 1R1 Tel: (778) 858-9768		D131 DATE 2013-02-27 Y Y Y Y M M D D
PAY TO <u>VANCOUVER COASTAL HEALTH AUTHORITY</u> \$ 250 ⁰⁰ the order of <u>TWO HUNDRED & FIFTY</u> DOLLARS		
 B.M. BANK OF MONTREAL 600 EAST HASTINGS STREET #100 VANCOUVER, B.C. V6A 1R1	 STAR TREK ENTERPRISES LTD.	
RE <u>(PATENT) FAC-401734</u>		
s.21		#0000025000#

DEPOSIT TO THE CREDIT OF VANCOUVER COASTAL HEALTH. (Royal Bank of Canada) 00010 - 003 - 1313949		Refer ID 1021
Endorsement - Signature or Stamp		
BACK/VERSO		
010023251		

Page 263 to/à Page 266

Withheld pursuant to/removed as

NR

SEND THIS PAGE TO YOUR EMPLOYER

REQUEST FOR PAYMENT

TO: (Employer Information) **ERT# 177-498**

KNOWN AS ROODY
(Name)

ASTORIA BAR
(Company)

769 E HASTING
(Address)

VANCOUVE
(City)

B.C. V6A 1R3
(Province, Postal Code)

FROM: (Employee Information) s.22

s.22

(Address)

s.22

(City)

s.22

(Province, Postal Code)

s.22

(Contact: Phone, Mail, Fax, e-mail etc.)

(Contact: Phone, Mail, Fax)

According to the B.C. *Employment Standards Act*, I believe I am owed the following:

The *Employment Standards Act* allows wages to be collected for the last six months of employment. For people who are still employed, wages can be recovered for the six months prior to the complaint being filed with the Branch. (Use additional pages to provide details of days and hours, etc.)

A. **REGULAR WAGES:** From _____ To _____

Rate of Pay	Total Unpaid Hours	Wages Owning
\$ <u>At least 10th</u>	<u>280 hrs</u>	= \$ <u>2800</u>

B. **OVERTIME WAGES:** From _____ To _____

Rate of Pay	Total Unpaid Hours	Wages Owning
\$ <u>NOT DISCUSSED</u>		= \$

C. **STATUTORY HOLIDAY PAY:**

Statutory Holiday (List specific days)	Average day's pay for statutory holiday	Plus 1.5 times your regular wage for first 12 hours worked + double time after 12 hours	Less any wages paid for the day	Equals statutory holiday pay owing
Total Owning \$				

SEND THIS PAGE TO YOUR EMPLOYER**D. COMPENSATION FOR LENGTH OF SERVICE** (if no written notice of termination):

Based on average weekly wages (excluding overtime) earned in the last eight weeks of employment. If hours of work were reduced towards the end of employment, use the most recent eight weeks where normal hours were worked.

Date hired: _____ Last day worked: _____

Regular wages for last eight (8) weeks of employment: \$ _____

Divide that by eight (8) to get an average week: \$ _____

Length of Employment (years or months)	Weeks of Entitlement	Average Weekly Wage - last 8 weeks	Amount owing
7 Months	28 Week(s)	X \$ /week	= \$ 2800

E. VACATION PAY: From _____ To _____

The first line is for outstanding vacation pay not paid on wages earned while employed. The second line is for vacation pay payable on amounts claimed in sections A - D above.

Rate of Vacation Pay	Total Wages Earned	Vacation Pay Owing
%	X	= \$
Rate of Vacation Pay	Total from Sections A - D	Vacation Pay Owing
%	X	= \$

F. OTHER ISSUES: Please explain; include additional pages or calculations if needed.

I paid for business licence for 2013 plus I spend
lots of money upgrade small KITCHEN in the back of
bar beside musical band Extreme noise \$469 + 500 ⁴⁰⁰ ²⁰⁰ ²⁰⁰

Other Amount Requested:

\$ 969⁰⁰

I am requesting a total (items A through F) payment of: \$3769⁰⁰

Please respond to this request within 15 calendar days of the date you receive this form. If you fail to respond, or if we are unable to resolve this matter, I may file a complaint with the Employment Standards Branch of the Ministry of Labour and Citizens' Services.

Sincerely,

s.22

Signature /

Date

Sept 15 - 2013

KITCHEN LEASE

This is to state that ^{s.22} is
renting the ASTORIA KITCHEN space for \$250/- per
month as of 1st of Jan. 2013. The rent payable on
1st of every month.

s.22

LEASER

Bridget Datta.
OWNER, ASTORIA PUB

ASTORIA HOTEL
STAR TREX ENTER LTD.

RECEIVED

NOV 19 2013

EMPLOYMENT STANDARDS
BRANCH - LOWER MAINLAND

ATTN.

MR. Greg Gijobu,

the dates

s.22

As requested by you I am sending you
started and ended leasing the kitchen

Date started — AROUND 15th NOV. — FREE RENT. '2012'
DEC — FREE RENT. '2012'

Date ENDED — MARCH 3rd '2013'

Further I am attaching his request for payment
for 7 months which he never had and also money for
food & license before he got evicted. He claims he
did not have enough time to sell his food which indicat
self employment.

Any other questions please call me.

yours Truly

Arroop Dostov

19th NOV. 2013

FAX 604-713-0450

KITCHEN LEASE

This is to state that ^{s.22} is
renting the ASTORIA KITCHEN space for \$250/- per
month as of 1st of JAN. 2013. The rent payable on
1st of every month.

LEASER

s.22

s.22

1 Rudy Danta.
OWNER ASTORIA PUB

SEND THIS PAGE TO YOUR EMPLOYER

REQUEST FOR PAYMENT

TO: (Employer Information)

FROM: (Employee Information)

s.22

s.22

KNOWN AS Roody
(Name)

(Name)

ASTORIA BAR
(Company)

(Address)

769 E HASTING
(Address)

(City)

VANCOUVER
(City)

(Province, Postal Code)

B.C. V6A 1R3
(Province, Postal Code)

(Contact: Phone, Mail, Fax, e-mail etc.)

s.22

s.22

/ / (Contact: Phone, Mail, Fax)

According to the B.C. *Employment Standards Act*, I believe I am owed the following:

The *Employment Standards Act* allows wages to be collected for the last six months of employment. For people who are still employed, wages can be recovered for the six months prior to the complaint being filed with the Branch. (Use additional pages to provide details of days and hours, etc.)

A. REGULAR WAGES: From _____ To _____

Rate of Pay	Total Unpaid Hours	Wages Owed
\$ <u>At least 10th</u>	<u>280 hrs</u>	= \$ <u>2800</u>

B. OVERTIME WAGES: From _____ To _____

Rate of Pay	Total Unpaid Hours	Wages Owed
\$ <u>Not Discussed</u>		= \$

C. STATUTORY HOLIDAY PAY:

Statutory Holiday (List specific days)	Average day's pay for statutory holiday	Plus 1.5 times your regular wage for first 12 hours worked + double time after 12 hours	Less any wages paid for the day	Equals statutory holiday pay owing
Total Owed \$				

SEND THIS PAGE TO YOUR EMPLOYER**D. COMPENSATION FOR LENGTH OF SERVICE** (if no written notice of termination):

Based on average weekly wages (excluding overtime) earned in the last eight weeks of employment. If hours of work were reduced towards the end of employment, use the most recent eight weeks where normal hours were worked.

Date hired: _____ Last day worked: _____

Regular wages for last eight (8) weeks of employment: \$ _____

Divide that by eight (8) to get an average week: \$ _____

Length of Employment (years or months)	Weeks of Entitlement	Average Weekly Wage - last 8 weeks	Amount owing
7 Months	28 Week(s)	X \$ /week	= \$ 2800

E. VACATION PAY: From _____ To _____

The first line is for outstanding vacation pay not paid on wages earned while employed. The second line is for vacation pay payable on amounts claimed in sections A - D above.

Rate of Vacation Pay	Total Wages Earned	Vacation Pay Owing
%	X	= \$
Rate of Vacation Pay	Total from Sections A - D	Vacation Pay Owing
%	X	= \$

F. OTHER ISSUES: Please explain; include additional pages or calculations if needed.

*I paid for business licence for 2013 plus I spend
lots of money upgrade small KITCHEN in the back of
bar beside masical band Extreme noise. \$469 + 500 = \$969*

Other Amount Requested:

\$ 969⁰⁰

I am requesting a total (items A through F) payment of: \$3769⁰⁰

Please respond to this request within 15 calendar days of the date you receive this form. If you fail to respond, or if we are unable to resolve this matter, I may file a complaint with the Employment Standards Branch of the Ministry of Labour and Citizens' Services.

Sincerely,

s.22

Signature /

Date

Sept 15 - 2013

Vancouver Coastal Health

Promoting wellness. Ensuring care.

HEALTH PROTECTION PROGRAMS

RECEIVED

FOOD SERVICE PERMIT APPLICATION FORM

This form must be completed for all new facilities and for any changes to facility information (PRINT IN BLOCK LETTERS)

Facility Name: (as it will show on permit)

JAN 28 2014

Phone: 604-619-0133

Fax: () - -

Facility Address:

BRANCH - LOWER

Postcode: V6A1R3

E-mail: X

Web site:

Legal (Company) Name: (Proof of incorporation may be requested)

Business License # (if available):

ASTORIA HOTEL

Owner Legal Type: Sole Proprietor ☐ Partnership ☐ Corporation ☐ Other ☐ (define)

Owner's Name:

(not required if Legal Name provided) Last Name

Owner's Phone:

Operator's Name:

Last Name

First Name

OR: Same as Owner or Company ☐

Type of Change: (If change box is checked, updated info and Effective Date of change are required)

a) ☒ Facility Name change: Old Name Was: _____

Existing Facility # is _____

b) ☒ Facility Address Change/ ☐ Mailing Address Change

c) ☐ Change in Conditions on Permit

d) ☐ Owner Change Yes ☐ No ☐

e) ☐ Operator Change

f) ☐ Facility Type/capacity change (may impact on permit fee)

g) ☐ Facility closed (voluntarily) Date Effective _____

Is there a secondary permit connected to this facility? Y ☐ N ☐

h) ☐ Other (specify) _____

THE FOLLOWING MUST BE COMPLETED FOR OPERATING PERMIT FEE

Billing Address (for INVOICE/PERMIT DECAL) same as facility ☒ or:

Billing Contact:

Phone: () - - Fax: () - - E-mail: _____

Address: _____

City: _____ Prov/State: _____ Postal Code: _____

(Please note that the permit decal is mailed to the Billing contact address)

Mailing Address: same as facility address ☒ or:

Address: _____

City: _____ Prov/State: _____ Postal Code: _____

Phone: () - -

(Please note that normal (non-billing) mailings are sent to the mailing address)

Maximum Seating Capacity: 250 seats Exempt Facility? ☐ Yes (If Yes, Exemption Request Form must be submitted with this form) ☐

Secondary Permit? ☐ Yes IF YES, Facility # of Primary Site: _____ (Secondary Permit only issued if under same roof and same owner)

Do you wish to have other facilities owned by you rolled up to one invoice? If so, please provide Facility #s here: _____

FOR SEASONAL PREMISES, CIRCLE WHICH MONTHS YOU ARE OPERATING (Include whole and partial months)

JAN FEB MAR APR MAY JUNE JULY AUG SEPT OCT NOV DEC

Date of Application: Aug 28/2012

Applicant's Signature: _____

THIS BOX MUST BE COMPLETED FOR ALL NEW APPLICATIONS Applicant's Name (Print) _____

Office Use Only

Is this a NEW Application or a CHANGE to facility information? NEW: ☐ CHANGE: ☐ EFFECTIVE DATE: _____/_____/____ (Month/dd/yy)

Facility Information:

HH Facility #: 01734 04965

District #: 18

E.H.O.: Kim Ho Tanati

Risk Assessment Done: ☐ Yes ☐ No

Risk Assessment Score: _____

Target Frequency:

☐ 90 ☐ 120 ☐ 180 ☐ 360

Permitted Facility Category (check one)

☒ FE1 - Food Service Establishment- Type 1

☐ FE2 - Food Service Establishment- Type 2

Facility Category Style:

☒ Restaurant Full-Service

☐ Restaurant Limited Service

☐ Mobile Food

☐ Other (define) _____

Conditions on Permit:

☒ FoodSafe & Food Safety Plan documentation to be provided within 90 Days

☐ Restricted Cooking - no grease laden vapours can be generated

☒ Single Service Utensils Only

☐ Seating restricted to 16 or less

☐ Other _____

Roberts, Megan LBR:EX

From: Roberts, Megan LBR:EX
Sent: Tuesday, February 4, 2014 7:53 AM
To: s.22
Subject: RE: Hearing February 4, 2014 - 9:00AM Roodsari and Star Trex Enterprises Ltd.

To clarify this hearing is set for tomorrow February 5 at 9:00 AM

From: Roberts, Megan LBR:EX
Sent: Thursday, January 30, 2014 5:47 PM
To: s.22
Subject: RE: Hearing February 4, 2014 - 9:00AM s.22 and Star Trex Enterprises Ltd.

Thank you . I will add to the file.

From: s.22
Sent: Thursday, January 30, 2014 4:55 PM
To: Roberts, Megan LBR:EX
Subject: Re: Hearing February 4, 2014 - 9:00AM s.22 and Star Trex Enterprises Ltd.

Hi Megan, these are the phone numbers of two bartenders to testify s.22 and the name is s.22
s.22 and s.22 and the name is s.22

----- Original Message -----

From: Megan LBR Roberts:EX <Megan.Roberts@gov.bc.ca>
To: s.22 <s.22>
Sent: Thu, 30 Jan 2014 10:48:13 -0700 (MST)
Subject: Hearing February 4, 2014 - 9:00AM s.22 and Star Trex Enterprises Ltd.

Dear Mr. Dafta,

Please find attached the additional evidence and submission provided by s.22. If you will be having your bartender attend as witness to corroborate your evidence that the token payment system was in place for only a brief time, he can attend by phone. However, he will need to be available between 9:30 and 11:30 AM and you will need to provide the telephone number to us as well as his name in advance.

Conversely if you wish to make a without prejudice offer of settlement to conclude matters please provide to me by email.

Best,

Megan Roberts,

Roberts, Megan LBR:EX

From: Roberts, Megan LBR:EX
Sent: Monday, February 17, 2014 10:18 AM
To: s.22
Subject: s.22
Attachments: 20140217090833.pdf

Dear Mr. Dafta –please find attached the additional submission received from s.22 on the sole issue of his last day of work. If you wish to comment or respond to s.22 additional evidence you must email such to me no later than 1: 00pm Thursday, February 20, 2014. After this time the matter will be closed for additional submission and the adjudicator will make his determination on the evidence provided.

Best

Megan Roberts,

Industrial Relations Officer

Employment Standards Branch

Ministry of Jobs, Training and Skills Development and Minister Responsible for Women

#250 - 4600 Jacombs Road, Richmond, BC V6V 3B1

☎ (604) 713-0436 | 📠 (604) 713-0450 | ✉ megan.roberts@gov.bc.ca

Website: www.labour.gov.bc.ca/esb



December 27, 2013
Sent by Registered Mail

ER #177-498

IMPORTANT INFORMATION – PLEASE READ

To:

Star Trex Enterprises Ltd.
carrying on business as Astoria Pub
769 East Hastings Street
Vancouver, BC V6A 1R3

s.22

A complaint hearing has been set for February 5, 2014, pursuant to the enclosed Notice of Complaint Hearing. The hearing will start promptly at 9:00 a.m. and may require your attendance for the remainder of the day.

The adjudicator will apply the *Employment Standards Act* to all evidence presented at the hearing and if the employer is out of compliance with the legislation, mandatory penalties will be assessed for the contravention. Should one of the parties fail to attend, the hearing may proceed and a decision may be made based on the evidence provided and the information on file.

INFORMATION AND DOCUMENTS REQUIRED

Please provide two copies of all documents that you will be relying on to support your position in the hearing. **Your documents must be received at our office by 4:00 p.m. January 17, 2014.** Upon receipt I will forward them to the other party and ensure that you have their documents prior to the hearing.

By January 17, 2014 both parties must:

**Ministry of Jobs, Tourism and
Skills Training and Minister
Responsible for Labour**

Employment Standards
Branch

**250 - 4600 Jacombs Road
Richmond BC V6V 3B1**

**Telephone: 604-660-4946
Fax: 604-713-0450
Web site: www.labour.gov.bc.ca/esb**

- Provide a list of who will be attending the hearing and describe the role of those individuals in respect to the complaint, company and/or complainant.
- Identify all person(s) intended to be brought as witness(es) and provide a brief summary of the general evidence that will be presented by each.
- Provide all documents or evidence that each party intends to enter at the hearing.
- Provide all documents required in the Demand for Employer Records, if one was issued.

If you require translation assistance, please bring your own translator with you as the Employment Standards Branch does not provide this service. The translator must be someone who is not involved in your complaint as a witness. All documents must be translated into English.

Should you have any questions regarding the hearing process or wish to discuss settlement options please contact the mediator, Victor Lee at 604-660-4946.

Yours truly,



Victor Lee
Delegate of the Director of Employment Standards

cc: Branch Adjudication Officer



Notice of Complaint Hearing

December 27, 2013

ER#177-498
By Registered Mail

To: Star Trex Enterprises Ltd.
carrying on business as Astoria Pub
769 East Hastings Street
Vancouver, BC V6A 1R3

s.22

(Address deleted for privacy purposes)

In the matter of:

A complaint by ^{s.22} under the *Employment Standards Act* against Star Trex Enterprises Ltd. carrying on business as Astoria Pub

Issue: Compliance with the *Employment Standards Act*.

The Director of Employment Standards has appointed a Branch Adjudicator to conduct a hearing into the issue(s). The hearing will take place:

Date: February 5, 2014

Time: 9.00 am

Place: 250 - 4600 Jacombs Road, Richmond, BC V6V 3B1

The Branch Adjudicator may make a Determination based on information before them, **even if you choose not to participate or be represented at the hearing.**

For additional information on the hearing process, please refer to the *Adjudication Hearings* factsheet attached. Please provide a copy of the attached *Being a Witness* factsheet to any witnesses you intend to call.

Production of Records

Before the adjudication hearing, the parties must:

Ministry of Jobs, Tourism and
Skills Training and Minister
Responsible for Labour

Employment Standards
Branch

250 - 4600 Jacombs Road
Richmond, BC V6V 3B1

Telephone: 604-664-7833
Fax: 604-713-0450

- Send the Branch two copies of any documents they intend to rely on by January 17, 2014;
- Provide a list of people they intend to call as witnesses with a brief summary of the relevant evidence those witnesses are expected to give; and
- Provide all documents required in the Demand for Employer Records, if one was issued.

It is the responsibility of both the Employer and the Complainant to ensure that any records or evidence they intend to produce and/or rely on at the hearing have been submitted to the Branch by the date requested above. These records must be exchanged with the other party, which will be done by the Branch, allowing enough time for all parties to review prior to the hearing.

Adjournment of Hearings

In extraordinary circumstances the Branch Adjudicator may grant adjournments. Requests for adjournments should be in writing, include reasons, and be delivered to the Branch Adjudicator at least one week before the scheduled date of hearing.

Additional information is available at: <http://www.labour.gov.bc.ca/esb/> or contact the Information Line at 1-800-663-3316



Victor Lee
Delegate of the Director of Employment Standards

Attachment



Demand for Employer Records

December 27, 2013

ER#177-498
Registered Mail

To: Star Trex Enterprises Ltd.
carrying on business as Astoria Pub
769 East Hastings Street
Vancouver, BC V6A 1R3

Pursuant to section 85 of the Employment Standards Act (the "Act"), Star Trex Enterprises Ltd. carrying on business as Astoria Pub is required to disclose, produce and deliver all employment records for:

Name:

Period:

s.22

Entire period of his employment

The payroll records required are:

1. any and all payroll records relating to wages, hours of work and conditions of employment as specified in section 28 of the *Employment Standards Act*
- any and all documents relating to the termination of the above named employee, including any and all documents that the employer relies on to establish just cause to terminate the employee, as well as a copy of the Record of Employment.

You are required to disclose, produce and deliver the records specified in this Demand on or before:

January 17, 2014

to the Employment Standards Branch. The records may be delivered in person or by mail to 250 - 4600 Jacombs Road, Richmond BC V6V 3B1 or by fax to 604-713-0450.

Failure to produce these records as required will result in a Determination being issued. Where a contravention is found in a Determination an escalating administrative penalty will be imposed under Section 29 and 46 of the Employment Standards Regulation (minimum \$500.00).

Victor Lee
Delegate of the Director of Employment Standards

Ministry of Jobs, Tourism
and Skills Training and
Minister Responsible for
Labour

Employment Standards
Branch

250 - 4600 Jacombs Road
Richmond BC V6V 3B1

Telephone: 604-660-4946
Fax: 604-713-0450

EMPLOYMENT STANDARDS ACT

(excerpts)

Entry and inspection powers

- 85 (1) For the purposes of ensuring compliance with this Act and the regulations, the director may do one or more of the following:
- (a) enter during regular working hours any place, including any means of conveyance or transport, where
 - (i) work is or has been done or started by employees,
 - (ii) an employer carries on business or stores assets relating to that business,
 - (iii) a record required for the purposes of this Act is kept, or
 - (iv) anything to which this Act applies is taking place or has taken place;
 - (b) inspect, and question a person about, any work, material, appliance, machinery, equipment or other thing in the place;
 - (c) inspect any records that may be relevant to an investigation under this Part;
 - (d) on giving a receipt for a record examined under paragraph (c), remove the record to make copies or extracts;
 - (e) require a person to disclose, either orally or in writing, a matter required under this Act and require that the disclosure be under oath or affirmation;
 - (f) require a person to produce, or to deliver to a place specified by the director, any records for inspection under paragraph (c).
- (2) Despite subsection (1), the director may enter a place occupied as a private residence only with the consent of the occupant or under the authority of a warrant issued under section 120.

Payroll records

- 28 (1) For each employee, an employer must keep records of the following information:
- (a) the employee's name, date of birth, occupation, telephone number and residential address;
 - (b) the date employment began;
 - (c) the employee's wage rate, whether paid hourly, on a salary basis or on a flat rate, piece rate, commission or other incentive basis;
 - (d) the hours worked by the employee on each day, regardless of whether the employee is paid on an hourly or other basis;
 - (e) the benefits paid to the employee by the employer;
 - (f) the employee's gross and net wages for each pay period;
 - (g) each deduction made from the employee's wages and the reason for it;
 - (h) the dates of the statutory holidays taken by the employee and the amounts paid by the employer;
 - (i) the dates of the annual vacation taken by the employee, the amounts paid by the employer and the days and amounts owing;
 - (j) how much money the employee has taken from the employee's time bank, how much remains, the amounts paid and dates taken.
- (2) Payroll records must
- (a) be in English,
 - (b) be kept at the employer's principal place of business in British Columbia, and
 - (c) be retained by the employer for 2 years after the employment terminates.

EMPLOYMENT STANDARDS REGULATIONS

(excerpts)

Production of records

46(1) A person who is required under section 85 (1) (f) of the Act to produce or deliver records to the director must produce or deliver the records as and when required.

Administrative penalties

29 (1) Subject to section 81 of the Act and any right of appeal under Part 13 of the Act, the following monetary penalties are prescribed for the purposes of section 98(1) of the Act:

- (a) a fine of \$500 if the director determines that a person has contravened a requirement under the Act, unless paragraph (b) or (c) applies;
- (b) a fine of \$2 500 if
 - (i) after the date of a determination under paragraph (a), the director determines that the person contravened the requirement referred to in that paragraph subsequent to the determination under paragraph (a), and
 - (ii) that subsequent contravention occurs within 3 years after the date of the most recent contravention of the same requirement in relation to which there has been a determination under paragraph (a),unless paragraph (c) applies;
- (c) a fine of \$10 000 if
 - (i) after the date of a determination under paragraph (b), the director determines that the person contravened the requirement referred to in that paragraph subsequent to the determination under paragraph (b), and
 - (ii) that subsequent contravention occurs within 3 years after the date of the most recent contravention of the same requirement in relation to which there has been a determination under paragraph (b).

- (1.1) For the purposes of subsection (1), an act or omission of an employer constituting a contravention of a requirement under the Act is deemed to be a single contravention regardless of the number of employees affected by the contravention.

**FAILURE TO COMPLY WITH THIS DEMAND WILL RESULT IN A PENALTY
AGAINST YOU WITHOUT FURTHER NOTICE.**

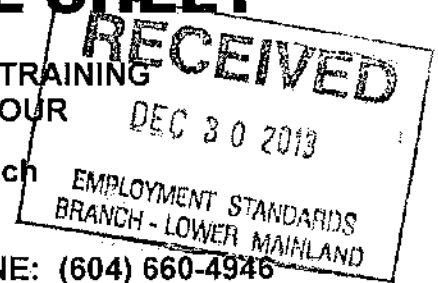
REGISTERED MAIL TRACE SHEET

MINISTRY OF JOBS, TOURISM AND SKILLS TRAINING
AND MINISTER RESPONSIBLE FOR LABOUR

BRANCH: Employment Standards Branch
Lower Mainland Region



ADDRESS: #250 – 4600 Jacombs Road
Richmond, BC V6V 3B1

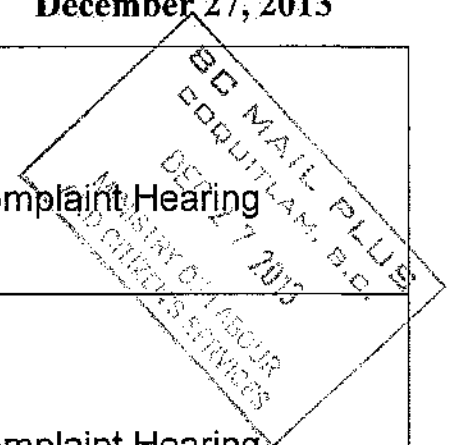
TELEPHONE: (604) 660-4946
FAX: (604) 713-0450



Name of officer: V. Lee

Date: December 27, 2013

<p>Star Trex Enterprises Ltd. carrying on business as Astoria Pub 769 East Hastings Street Vancouver, BC V6A 1R3</p> <p> RW 956 805 159 CA</p>	<p>ER 177-498</p> <ul style="list-style-type: none">- Notice of Complaint Hearing- Fact Sheets
<p>s.22</p> <p> RW 956 805 176 CA</p>	<p>ER 177-498</p> <ul style="list-style-type: none">- Notice of Complaint Hearing- Fact Sheets



Dec 10/13

GR: Rudy ~~Bagg~~ Dasta.

EE:

s.22

s.22

--- written.

s.22

business

claiming
1 hour a day
6 mth

licence \$460
renewal -

Sept
Oct
Nov
Dec
Jan
Feb

\$2,400

Rent needed for

4 x \$250 = \$1000

Vac

1 hr x \$10 =

\$1,400

EE - prepared to settle \$1000
GR - no way

Lee, Victor K LBR:EX

From: Wong, Jane LBR:EX
Sent: Monday, December 16, 2013 12:05 PM
To: Lee, Victor K LBR:EX
Subject: RE: Hearing date

Hi Victor,

Booked Feb 5, with Sukh.

Cheers,

Jane

From: Lee, Victor K LBR:EX
Sent: Monday, December 16, 2013 11:13 AM
To: Wong, Jane LBR:EX
Subject: Hearing date

Hi Jane,

Could I have a hearing date for this file, please? Last time I am^{s.22} you ☺...Thanks.

ER:177-498 Star Trex Enterprises cba Astoria Pub
EE: ls.22

Victor Lee
Employment Standards Branch
250 - 4600 Jacombs Road, Richmond BC V6V 3B1
Telephone: 604-664-7833
Fax: 604-713-0450

Jiyobu, Greg J LBR:EX

From: Jiyobu, Greg J LBR:EX
Sent: Thursday, November 28, 2013 8:37 AM
To: 'sdafta@telus.net'
Subject: Employment Standards Mediation - Star Trex Enterprises Ltd. cobra Astoria Pub vs ^{s.22}
s.22
Importance: High



Notice of Mediation Session

November 28, 2013

File #177-498
E-mail

To:	Star Trex Enterprises Ltd. cobra Astoria Pub 769 East Hastings Street Vancouver, BC V6A 1R3	s.22 Address deleted for privacy purposes
------------	--	--

In the matter of:

A complaint by ^{s.22} under the Employment Standards Act against Star Trex Enterprises Ltd. carrying on business as Astoria Pub.

Issue: Compliance with the *Employment Standards Act*.

Mediation Services

The Director of Employment Standards provides mediation services in an effort to assist the parties to resolve alleged contraventions of the *Employment Standards Act*. The Director has appointed a mediator to meet with the parties as follows:

In Person:
Date: December 10, 2013
Time: 1:00 PM
Place: 250 – 4600 Jacombs Road Richmond, BC

Mediation provides an opportunity for the parties to discuss their issues in a neutral environment and come to a resolution acceptable to both of them.

For additional information, please refer to the *Mediation* factsheet attached.

What to Bring

You should bring any documents that will help to resolve the issues in dispute, such as payroll records or pay stubs, calendars, time sheets, letters etc. These documents will be made available to the other party and the mediator at the time of mediation.

Additional information is available at: www.labour.gov.bc.ca/esb/ or by phone at 1-800-663-3316 or (250) 612-4100 in Prince George

Greg Jiyobu
Delegate of the Director of
Employment Standards

Attachment



mediation.pdf



Complaint
Resolution.pdf.pdf



paying-wages.pdf



Adjudication-Hea
rings.pdf



enforcement.pdf

ESA Section 1 - Definitions - Employee

<http://www.labour.gov.bc.ca/esb/igm/esa-part-1/igm-esa-s1-employee.htm>

ESA Section 21 - Deductions

<http://www.labour.gov.bc.ca/esb/igm/esa-part-3/igm-esa-s-21.htm>

Directions to our office



ESB Directions.pdf

COPY



Notice of Mediation Session

November 28, 2013

File #177-498
E-mail

To: Star Trex Enterprises Ltd.
coba Astoria Pub
769 East Hastings Street
Vancouver, BC V6A 1R3

s.22

Address deleted for privacy purposes

In the matter of:

A complaint by ^{s.22} under the Employment Standards Act
against Star Trex Enterprises Ltd. carrying on business as Astoria Pub.

Issue: Compliance with the *Employment Standards Act*.

Mediation Services

The Director of Employment Standards provides mediation services in an effort to assist the parties to resolve alleged contraventions of the *Employment Standards Act*. The Director has appointed a mediator to meet with the parties as follows:

In Person:

Date: December 10, 2013
Time: 1:00 PM
Place: 250 – 4600 Jacombs Road
Richmond, BC

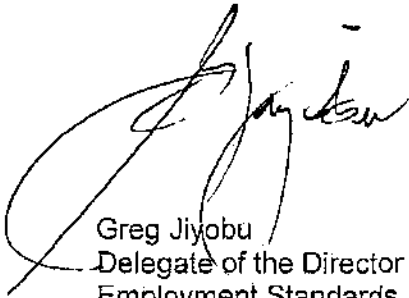
Mediation provides an opportunity for the parties to discuss their issues in a neutral environment and come to a resolution acceptable to both of them.

For additional information, please refer to the *Mediation* factsheet attached.

What to Bring

You should bring any documents that will help to resolve the issues in dispute, such as payroll records or pay stubs, calendars, time sheets, letters etc. These documents will be made available to the other party and the mediator at the time of mediation.

Additional information is available at: www.labour.gov.bc.ca/esb/ or by phone at 1-800-663-3316 or (250) 612-4100 in Prince George



Greg Jiyobu
Delegate of the Director of
Employment Standards

Attachment

Fact Sheets: Mediation, Complaint Resolution, Paying Wages, Adjudication Hearings, Enforcement, ESA S(1) – Def. of an Employee, S(21); ESB directions

Heeper
Roberts

Feb 4/14 8:50 am - Called ^{s22} - left
message reminding of the hearing for
tomorrow Feb 5. Adversal of address
and start time 9:00 am. Adversal hearing
would proceed in his absence if he
did not attend. Left my # for him to call
if he needed more info.

Feb 5/14 - 9:00 am - Called ^{s22} his telephone #. Adversal
of hearing today. Provided him opportunity to
call me and adversal hearing would start
in 15 min (9:15) and would proceed
in his absence if he did not attend.
Provided Branch address

EMPLOYMENT STANDARDS BRANCH WORKFLOW SHEET



GREG JIYOBU

DELEGATE

ER# 177-498 Name: STAR TREX ENTERPRISES LTD. coba ASTORIA PUB

Employer Telephone: (604) 254-3355

Employer Fax: (604)

E-mail: sdafta@telus.net

Employer Contact: SAROOP DASTA, DIR

Contact Telephone: s.22

Complainant: s.22

EE Phone: s.22

E-mail: n/a

CONTACTS MADE

DATE	METHOD	PERSON	TIME	METHOD CODE		PERSON CODE
				P In Person LT Letter to LF Letter from FT Fax to FF Fax from	TT Telephone Call to TF Telephone Call from TMT Telephone Message to TMF Telephone Message from EMT Email Message to EMF Email Message from	ER Employer EE Employee A Accountant/Bookkeeper L Lawyer O Other
			INITIAL CHECKS	ESB jurisdiction? Y – PUB ER still in business? Y Filed within 6-months? ? – UNSURE EE under collective agreement? N EE an independent contractor? ? – ER BELIEVES SO EE exclusions? ? SHK used? Y EE info (address) confirmed? Y ER info (legal name, coba, address) confirmed? Y ER contact has case knowledge and/or signing authority? Y / OWNER 6-month period of time ESB can investigate? SEP 2012 – MAR 2013		

ISSUES

REG:

COMMENTS

OCT 25	TMT	EE	2:05	• PHONE ME
OCT 29	TMT	EE	11:21	• DITTO
	TMF	EE		• WORKED AT THE ASTORIA BAR • EE CLAIMED THAT s.22 PUNCHED AND ALMOST TRIED TO KILL HIM, SAYING TO F**K OFF; EE CALLED POLICE AND THERE IS A CASE NUMBER • THE COMPANY OWES MONEY TO PEOPLE; EE WAS BEAT UP INSTEAD • HIS CURRENT ADDRESS IS: s.22 • CALL DISPLAY SHOWS s.22
NOV 1	TMT	EE	3:42	
NOV 4	TMT	ER	3:44	• LEFT MSG FOR PAYROLL, H/R

NOV 7	TMF	O	4:17	<ul style="list-style-type: none"> MSG FROM GEORGE METRAKOS AT (604) 817-5557
NOV 8	TF	O	9:13	<ul style="list-style-type: none"> BAR HAS BEEN LEASED TO ANOTHER COMPANY FOR YEARS METRAKOS WILL PROVIDE ME WITH DETAILS
NOV 12	TMF	EE	11:30	<ul style="list-style-type: none"> EE AT ^{s.22}
NOV 13	TF	EE	10:56	<ul style="list-style-type: none"> EE IS CURRENTLY STAYING AT: ^{s.22} ^{s.22} HE IS NO LONGER REACHABLE AT ^{s.22} ^{s.22} HE COOKED FOR THE PUB; HAS A DAILY RECORD OF HOURS DISCUSSED MED, ADJ, PEN
NOV 14	TMT	ER	3:38	<ul style="list-style-type: none"> LEFT A MSG FOR "RUDY"
	TF	ER	3:41	<ul style="list-style-type: none"> I SPOKE WITH SAROOP (RUDY) DASTA, OWNER; ER CONFIRMED THE LEGAL NAME IS STAR TREX ENTERPRISES LTD. COBA ASTORIA PUB; HIS E-MAIL ADDRESS IS ^{s.22} THE AGREEMENT WAS TO LEASE THE KITCHEN TO THE EE STARTING SEP 2012 WITH FREE RENT FOR 2012; THEREAFTER, THE RENT WAS \$250/MONTH; HOWEVER, HAMBURGERS WERE NOT COOKED PROPERLY; EE WAS ASKED TO LEAVE BEGINNING OF MAR 2013 REQUESTED THAT ER PROVIDE ME WITH THE LEASE AGREEMENT
NOV 15	EMT	ER	3:15	<ul style="list-style-type: none"> SENT A SCANNED COPY OF THE COMPLAINT (WITH PERSONAL INFO WHITED OUT), FACT SHEETS ON COMPLAINT RESOLUTION, PAYING WAGES, ESA S(1) – DEF. OF AN EMPLOYEE, S(21) AND OPTIONS: PAY, MED, ADJ; REVIEWED PENALTY PROVISIONS; SET A DEADLINE OF NOV 21
NOV 19	FF	ER	7:32P	<ul style="list-style-type: none"> RECEIVED WRITTEN AGREEMENT TO LEASE KITCHEN
NOV 22	TT	EE	12:07	<ul style="list-style-type: none"> EE WAS ADAMANT HE WAS OPERATING THE KITCHEN AND NOT LEASING IT CONFIRMED FOR DEC 9 OR 10 AT 9:30
	EMT	ER	12:16	<ul style="list-style-type: none"> CHOOSE A DATE
	TF	ER	3:25	<ul style="list-style-type: none"> RE-ITERATED THAT DUE TO A LACK OF AUTHORITY, SINCE THE EE WISHES TO PROCEED, IT IS MY OBLIGATION TO SCHEDULE A MEDIATION; ER UNDERSTOOD MAINTAINED THAT EE BROUGHT HIS OWN FOOD, RENT WAS FREE FOR 1.5-MONTHS AND THEN \$250/MONTH THEREAFTER, AT WHICH TIME HE WAS EVICTED WILL CHECK HIS SCHEDULE AND CONFIRM FOR A DATE
NOV 27	TMT	ER	9:20	<ul style="list-style-type: none"> RESPOND TO E-MAIL OR PHONE ME BACK
	TMF	ER	1:51	<ul style="list-style-type: none"> WOULD BE AVAILABLE ON DEC 10; WHAT TIME?
	TT	ER	2:55	<ul style="list-style-type: none"> ER CAN'T MAKE 9:30 BUT CONFIRMED FOR 1:00
	TT	EE	2:59	<ul style="list-style-type: none"> EE IS FINE WITH 1:00
NOV 28	EMT	ER		<ul style="list-style-type: none"> SENT MED NOTICE TO ER & EE FACT SHEETS: MED, ADJ, PEN, COMPLAINT RESOLUTION, PAYING WAGES, ESA S(1) – DEF. OF AN EMPLOYEE, S(21), ESB DIRECTIONS
	LT	EE		<ul style="list-style-type: none"> DITTO
				<p>SCHEDULED A MEDIATION FOR DEC 10 AT 1:00 MEDIATOR IS VICTOR LEE</p>

Employer YANG-MYUNG HOTEL MANAGEMENT LIMITED coba ASTORIA HOTEL ER# 095-231

Employer Telephone 604-254-3355

Employer Fax

Complainant s.22

Telephone s.22

[illegible]

Jiyobu, Greg J LBR:EX

From: Barichello, Dan LBR:EX
Sent: Friday, October 25, 2013 2:24 PM
To: Jiyobu, Greg J LBR:EX
Subject: Astoria

george@metrakos.com

Hi Greg. George Metrakos was the contact for Mr. Sahota. If you have trouble making contact with ER you can try him.

Danny Barichello
Delegate of the Director of Employment Standards
Phone: 604-713-0403
Fax: 604-713-0450
E-mail: dan.barichello@gov.bc.ca

Employment Standards Branch
250 - 4600 Jacombs Road
Richmond, BC V6V 3B1



October 30, 2013

ER #095-231

s.22

Dear ^{s.22}

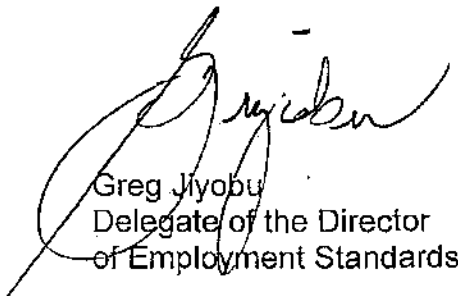
Re: Employment Standards Complaint filed against Astoria Hotel

This letter is in response to the complaint you filed with the Employment Standards Branch against the above noted employer. A number of attempts have been made to contact you at the telephone number you provided, but without success.

It is important the Branch review the issues of your complaint with you.

Please contact me at (604) 713-0405 by **November 13, 2013**. Failure to do so will result in the file being closed, and no further action will be taken by the Branch regarding this complaint.

Sincerely,



Greg Jiyobu
Delegate of the Director
of Employment Standards

Jiyobu, Greg J LBR:EX

From: Jiyobu, Greg J LBR:EX
Sent: Friday, November 15, 2013 3:15 PM
To: s.22
Subject: Employment Standards Complaint - s.22
Importance: High

Mr. Dasta:

As per our conversation, please find attached a scanned copy of the complaint from ^{s.22}
^{s.22}, who is alleging that wages remain outstanding. I have also included informational material for your reference.

The Employment Standards Branch only deals with claims where there exists an employer/employee work relationship. Certain tests are applied to determine the status of an individual. I am requesting that you forward a copy of the lease agreement between your company and ^{s.22} i that would support the position that he was self employed. In addition, please provide the exact start and end dates for his time in the kitchen at the Astoria Bar.

Once received, I will review the matter with the complainant. However, since I am not a decision maker, I may be obligated to schedule a Mediation Session. In the event this is required, please provide me with your availability for the next 3-weeks, at either 9:30 or 1:00

Note that the following options are available to resolve the dispute:

1. Make a 'without prejudice' payment of an amount deemed owed.
2. Mediation – if you wish to dispute the claim in its' entirety, proceed to this informal meeting between yourself, the complainant and an Employment Standards Officer. This would take place at the address listed below.
3. Adjudication – a formal oral hearing which requires the attendance of both parties to give affirmed testimony and enter documents into evidence. A written decision called a Determination will be rendered to rule on the matter. Please note that if the company is found to be out of compliance with the legislation, there is a mandatory \$500 penalty issued for each contravention of the Employment Standards Act and Regulations.

Please choose from one of the above options by no later than **4:00 on November 21, 2013.**

Thank you.

Copy of complaint



20131115151012.p
df



Complaint
Resolution.pdf.pdf



paying-wages.pdf

ESA Section 1 - Definitions - Employee

Roberts, Megan LBR:EX

From: Roberts, Megan LBR:EX
Sent: Thursday, January 30, 2014 9:48 AM
To: s.22
Subject: Hearing February 4, 2014 - 9:00AM s.22 and Star Trex Enterprises Ltd.
Attachments: 20140130093211.pdf

Dear Mr. Dafta,

Please find attached the additional evidence and submission provided by s.22. If you will be having your bartender attend as witness to corroborate your evidence that the token payment system was in place for only a brief time, he can attend by phone. However, he will need to be available between 9:30 and 11:30 AM and you will need to provide the telephone number to us as well as his name in advance.

Conversely if you wish to make a without prejudice offer of settlement to conclude matters please provide to me by email.

Best,

Megan Roberts,
Industrial Relations Officer
Employment Standards Branch

Building and Social Enterprise and Skills Development Branch, 4600 Jacombs Road, Richmond, BC V6V 3B1
#250 - 4600 Jacombs Road, Richmond, BC V6V 3B1
☎ (604) 713-0434 | 📠 (604) 713-0450 | ✉ megan.roberts@gov.bc.ca
Website: www.labour.gov.bc.ca/esb

①

ER: Star Trex Enterprises Ltd. caba Astoria Pub

✓
Saroop Dasta (Rudy)

EE: ^{s22}

EE's Primary

s22

First Day

Last Day

> EE looking for (4 hrs)
a week in wages

EE's tasks: ^{s22}

EE's purchased the food.

EE^s provided the equipment (kitchen equipment)

- Microwave
- Pots & Pans
- Display for Chocolate Bars
- Signage
- Food Warmer
- Deep Fryer
- utensils
- clearing tables

Open @ 4 pm / 5 pm

Close @ 1 am

EE^s set the prices for food

EE states he did not make much \$ running the

②

ER has no ?s for EE - would like to move directly into Primary

ER Primary

↳ August 2012 met w/ EE

↳ ER leased kitchen for \$500 w/ 2 months rent free because he painted & fixed the fan & used his own equipment

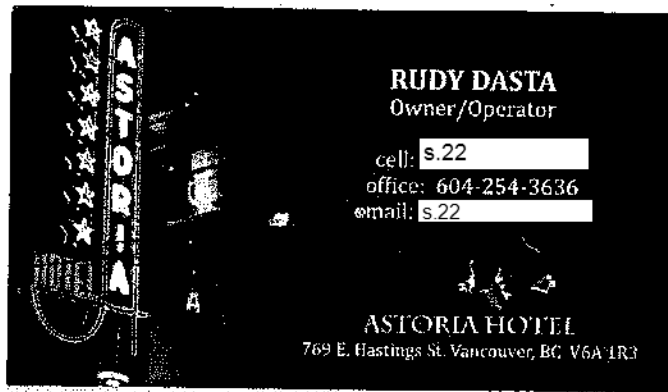
ER presents Food Service Permit Application Form - sign by EE & partner

In Jan 2013 ER dropped to \$250⁰⁰ & had him sign a lease
he

* EE states that ~~that~~ did sign the lease (Kitchen Lease)

ER states EE ~~was~~ was ^{s.22} 2013
s.22

last day to submit docs is Feb 14/14



T/C - Heaps

January 28/14

Spoke to Rudy Dasta - confirmed he will attend hearing 9:00AM Feb 5/14.

s.22

Spoke to

has not
picked
up request
from
reel
card

- confirmed he date
after hearing and that all evidence
needed to be sent to me by Jan 29 (Thu)
- he agreed he will attend + send evidence
- confirmed
address of
hearing +
time - 9:00 Feb 5

➤ **NOTICES & DEMANDS**

➤ **SEARCHES**



Determination

Sent by Registered Mail

ER # 177-498


January 7, 2015

Star Trex Enterprises Ltd.
Carrying on business as Astoria Pub
769 E Hastings St
Vancouver BC V6A 1R3

**Director of Employment Standards – and – Star Trex Enterprises Ltd.
carrying on business as Astoria Pub**

With respect to the complaint filed by ^{s.22}, dated September 23, 2013, I have determined that the complaint was not made within the time limit specified.

Accordingly, no further action will be taken.


Sukh Kaila
Delegate of the Director of Employment Standards

Written decision attached

cc: ^{s.22}

Appeal Information

Should you wish to appeal this Determination, your appeal must be delivered to the Employment Standards Tribunal by 4:30 pm on February 16, 2015.

The Employment Standards Tribunal is separate and independent from the Employment Standards Branch. Information on how to appeal a Determination can be found on the Tribunal's website at www.bcest.bc.ca or by phone at (604) 775-3512.

**Ministry of Jobs, Tourism
and Skills Training and
Minister Responsible for
Labour**

Employment Standards
Branch

Mailing Address:

250 – 4600 Jacombs Road
Richmond, B.C. V6V 3B1

Telephone: (604) 660-4946
Facsimile: (604) 713-0450

Director of Employment Standards

Reasons for the Determination

ER #177-498

Star Trex Enterprises Ltd.
Carrying on business as Astoria Pub

– and –

s.22

Delegate: Sukh Kaila
Delegate of the Director of Employment Standards

Appearances: Saroop Rudv Dasta, for the Employer
s.22 the Complainant

Date of Hearing: February 5, 2014

Date of Decision: January 7, 2015

I. INTRODUCTION

^{s.22} (the "Complainant" or ^{s.22}) filed a complaint under section 74 of the *Employment Standards Act* (the "Act") on September 23, 2013. The Complainant alleges Star Trex Enterprises Ltd. carrying on business as Astoria Pub (the "Employer" or "Astoria Pub") contravened the Act by failing to pay all wages.

I conducted a hearing on February 5, 2014. I am providing these reasons to set out the basis for my decision pursuant to section 81 of the Act.

II. BACKGROUND

The Astoria Pub operates a restaurant and pub which falls within the jurisdiction of the Act.

III. ISSUES IN DISPUTE

Was the complaint filed within the time limit specified in the Act?

If the complaint was filed outside the time limits, should the Director exercise discretion to refuse to investigate the complaint under Section 76(3) of the Act?

IV. ARGUMENT AND EVIDENCE OF THE COMPLAINANT

The Complainant states he worked for the Astoria Pub from September 2012 to April 28, 2013 working in the restaurant performing a multitude of tasks including buying groceries, prepping and cooking the food, cleaning, creating the menu and setting the food prices. The Complainant also states he provided significant quantity of kitchen equipment including the microwave, pots and pans, deep fryer, utensils, signage as well as the display for chocolate bars.

The Complainant did not provide a breakdown of hours or days worked but is claiming he is owed \$3,769.00 in wages and business costs incurred on behalf of the Employer.

In support of his last day of work, the complaint provided a written statement to address the issue. He states he worked until April 28, 2013 and is within the six month time limit outlined in the Act to file a complaint.

V. ARGUMENT AND EVIDENCE OF THE EMPLOYER

The Astoria Pub provided evidence to indicate ^{s.22} was in business for himself, leasing the space for a period of time starting from September 2012 into late February 2013 when he ceased his restaurant operation.

The Employer states the space was quickly leased out to ^{s.22} ' to operate Texx Big Burger Ltd. In support, the Employer provided documentation from the City of Vancouver and Vancouver Coastal Health. The documentation from the City of Vancouver states ^{s.22} was granted a 2013 business license. The date of the

document is March 8, 2013. The second document from Vancouver Coastal Health is an invoice for an Environmental Health Operating Permit. The date of the invoice is February 27, 2013.

The Astoria Pub states the space was leased to ^{s.22} when its relationship with ^{s.22} ended and a new retailer was required to operate the location. It argues both documents reference a date significantly prior to that which ^{s.22} contends was his last day of operation. The Employer states the documents are evidence ^{s.22} was no longer operating on the premise as of February 27, 2013.

In the alternative, the Employer is of the position ^{s.22} was an independent contractor operating his own restaurant and therefore not covered under the Act

VI. FINDINGS AND ANALYSIS

Section 74 states a complaint relating to an employee whose employment has terminated must be delivered under subsection (2) within 6 months after the last day of employment.

The Astoria Pub states the Complainant vacated the premises in early February 2013. Once vacated the premises underwent a series of health and safety inspections to allow a new vendor to operate the location. Submissions from the Employer indicate ^{s.22} and his restaurant Texx Big Burger Ltd. was in the process of taking over the premises as early as February 2013. Documents from the City of Vancouver and Vancouver Coastal Health indicate the location was undergoing inspections necessary for the Texx Big Burger Ltd. to operate a restaurant on the premises. The dates on the documents are respectively dated February 27, 2013 and March 8, 2013. I find the documents submitted by the Employer represent the best available evidence I have before me in deciding the matter.

^{s.22} has provided no evidence outside his own contested verbal testimony to support he was operating until April 28, 2013. In light of this, I find, on a balance of probabilities, ^{s.22} ceased operating by February 27, 2013. ^{s.22} filed his complaint on September 23, 2014. As per Section 74 of the Act, the Complainant would have needed to file his complaint by no later than March 28, 2013. Considering the dates of the documents from Vancouver Coastal Health and City of Vancouver submitted by the Employer, ^{s.22} is, in both cases, well outside the six month time limit to file a complaint. ^{s.22} has provided no explanation as to why he filed his complaint outside the time limit required by the Act.

I find, pursuant to Section 76(3) of the Act, appropriate for the Director of Employment Standards to exercise her discretion and stop investigating the complaint filed ^{s.22} as it was not filed within the time limit specified in Section 74 of the Act. Accordingly, no further action will be taken.


Sukh Kaila
Delegate of the Director of Employment Standards

Page 306 to/à Page 310

Withheld pursuant to/removed as

s.3

NOT ON LIST

✓ VISITED REGAL HOTEL ? 1044 W. Harrison St. Chicago, IL 60643
Regal Place Hotel - 1044 W. Harrison St. Chicago, IL 60643

LEGAL NAME: REGAL EIGHTY MANAGEMENT CORP

JULY { NUMBER OF ROOMS 83
OCCUPIED 69

I SPOKE TO FRONT DESK ADVISED OF THE FOLLOWING EMPLOYEES:

FRONT DESK

7-3 PM	5 or 6 days
3-11 PM	5 or 6 days
11-7 AM	5 or 6 days

HOUSE KEEPING
NONE

I STAFFED THE FRONT DESK THE
HOUSE KEEPING. IF I WORK O/T
I AM PAID THE CORRECT AMOUNT. THAT'S
I AM PAID MY REGULAR WAGES PLUS
A OVERTIME PAY

THIS FILE IS CLOSED

Page 312 to/à Page 313

Withheld pursuant to/removed as

s.3