COLOR-BY-ANSWER · WORK AND CO-OP · ONTARIO

Pay-stub check

An invented Ontario wage statement. Check it against what Ontario's Employment Standards Act guide says it must show.



HOW TO PLAY

1. Read the practice wage statement in the window.
2. Answer each question. Decide OK, or ASK (talk to your employer or check the rules).
3. Colour the pane green for OK or orange for ASK.

1 **Does it show the pay period?**
Answer: _____ OK / ASK: _____

2 **Does it show the wage rate?**
Answer: _____ OK / ASK: _____

3 **Does it show the gross pay and how it was worked out?**
Answer: _____ OK / ASK: _____

4 **Does every deduction show its amount and purpose?**
Answer: _____ OK / ASK: _____

5 **Does it show the net pay?**
Answer: _____ OK / ASK: _____

6 **Is $17.20 an hour at least Ontario's general minimum wage for this pay period?**
The worker is 20. The period is in November 2026.
Answer: _____ OK / ASK: _____

7 **Is a "uniform fee" deduction allowed without the worker's written OK?**
Answer: _____ OK / ASK: _____

8 **Did the worker get the statement on or before pay day?**
Answer: _____ OK / ASK: _____

PRACTICE WAGE STATEMENT

INVENTED FOR PRACTICE

Maple Café (made up) · Toronto, Ontario
Employee: Sam Lee · Pay day: 27 Nov 2026 · given 27 Nov
Pay period: 9 to 22 Nov 2026
Hours: 30 × $17.20 = **$516.00 gross**
Income tax: $28.10 · CPP: $22.40 · EI: $8.40
Uniform fee: $25.00 (no written authorization)
Net pay: $431.90

1	2	3	4
5	6	7	8

● **Green** = OK ◆ **Orange** = ASK

TRY THIS

Check your own last pay stub with the same eight questions. Keep stubs in one folder, paper or digital.

CHECK

Add it up yourself: gross pay minus every deduction should equal net pay, to the cent.

WHAT THIS SHEET LEAVES OUT

Other provinces' rules, overtime, vacation pay, tips and the student minimum wage for workers under 18. See Ontario's guide for each.

WITH A PARTNER

Each of you hides one more mistake in a copy of the stub. Swap and find it.

Sources (official pages, read on 2026-11-28): [1] Ontario, Your guide to the Employment Standards Act: payment of wages: https://www.ontario.ca/document/your-guide-employment-standards-act-0/payment-wages (checked 2026-11-28). **[2]** Ontario, Your guide to the Employment Standards Act: minimum wage: https://www.ontario.ca/document/your-guide-employment-standards-act-0/minimum-wage (checked 2026-11-28).