

# Quiz

# Your First Job

## Comprehension

### 1. Are the following situations legal or illegal? Explain your answer.

- a) A coffee shop requires its baristas to pay \$15 for their uniform, which is a blue apron and a cap with the coffee shop's logo on it. The baristas earn \$15 per hour.

LEGAL or ILLEGAL

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- b) Kim is 15 years old and works in a clothing store during the school year. Her employer asks her to work next Monday from 10 a.m. to 4 p.m.

LEGAL or ILLEGAL

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- c) You start a new job on December 1. Your employer tells you that you won't receive your first pay until December 26.

LEGAL or ILLEGAL

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- d) You work in a restaurant. You put your tips directly into your pocket without counting them.

LEGAL ou ILLEGAL

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e) Your employer pays you by giving you an envelope that contains cash and nothing else.

LEGAL or ILLEGAL

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f) You work in a video game store. You decide to take an online course to familiarize yourself with a new console that's coming out. Your employer refuses to pay you for the time you spend on this training.

LEGAL or ILLEGAL

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g) You drop off resumés at several businesses near your home. A restaurant agrees to give you a trial dishwashing shift. Unfortunately, things don't go well. At the end of your shift, the employer tells you that she has decided not to hire you. She refuses to pay you for the trial shift.

LEGAL or ILLEGAL

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h) You've worked for your employer for four months. You would like to take five days off to go out of town with some friends. Your employer tells you that you can't take five days off.

LEGAL or ILLEGAL

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i) Your employer gives you a 15-minute coffee break during your 4-hour shift. When you receive your pay stub, you notice that you were only paid for 3 hours and 45 minutes of work.

LEGAL or ILLEGAL

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j) You catch a serious illness and have to miss around ten weeks of work. When you return, your employer tells you that your position no longer exists. He says that he can't offer you any compensation, but that he will give you a good reference so that you can find a job somewhere else.

LEGAL or ILLEGAL

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**2. If your employer isn't respecting your rights as an employee, what organization can you contact?**

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**3. When can your employer require you to pay for broken dishes?**

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**4. True or false? Your employer can require employees who receive tips to share them evenly among themselves.**

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**5. After how many hours of work do you have the right to take a meal break? How long does your meal break have to be?**

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**6. What is the purpose of a union?**

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# Scenario 1



Nesma is a 17-year-old museum studies student at a community college. During her second semester, she applies for a job at the local history museum. A few weeks later, the museum calls her and invites her to an interview the following day. Nesma is very excited about the interview and arrives 15 minutes early.

The interviewer begins by asking her to introduce herself and explain why she wants this job. Nesma responds by describing her educational background and profile.

When she has finished, the interviewer says, “Wait, are you Egyptian? I see that you have a typically Egyptian last name!” Nesma replies that her grandfather emigrated from Egypt in the sixties, but that she has only been there twice, when she was in elementary school. She tells him that the only Arabic words she knows are “hello”, “thank you”, and “goodbye”. The interviewer tells Nesma that he is passionate about ancient Egypt, that he has gone on three Nile River cruises, and that he can even read hieroglyphics.

Then, they discuss the duties Nesma would have if she were hired. By the end of the interview, the interviewer is so impressed with Nesma that he offers her the job on the spot. Nesma enthusiastically accepts.

A few days later, she receives her employment contract by email, with a message asking her to read it over and return a signed copy as soon as she can. The email also includes Nesma’s collective agreement and the museum’s workplace harassment policy. When she reads the employment contract, Nesma notices that some of her working hours overlap with her Art Conservation class. She also notices that the employment contract doesn’t say how many paid sick days she gets.

**a) Name one mistake the interviewer made. Explain your answer.**

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**b) Can the employer require Nesma to work during her Art Conservation class? What can Nesma do if this doesn’t work for her?**

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**c) How can Nesma find out how many paid sick days she gets?**

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## Scenario 2

For the past eight months, Lucien has been working 18 hours a week in a clothing store. He earns \$17 an hour. His lunch break is always from 1 p.m. to 2 p.m., and he usually spends it at the coffee shop across the way. While he's on his lunch break, his colleague Yolanda takes care of customers.

One Sunday around 12:55 p.m., Lucien is getting ready to go to the coffee shop for his usual lunch break when he sees his ex, Maxence, through the coffee shop window. He immediately changes his mind. Because their relationship ended badly, Lucien prefers to avoid Maxence. Instead, he remains at the clothing shop and eats a sandwich at the checkout.

He quickly notices that Yolanda is overrun with customers. He decides to help her out by taking care of the checkout while he eats. He ends up spending his whole lunch break at the checkout. Lucien doesn't mind working the extra hour because he has the next day off for Labour Day.



**a) Can Lucien ask his employer to pay him for the hour he worked? Explain your answer.**

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**b) Calculate the allowance Lucien should receive for Labour Day.**

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## Scenario 3

Kelly is a CEGEP student who moved to Quebec two years ago. Before that, she lived in Manitoba her whole life. She wants to visit Iceland before starting university. So, she gets a job as a salesperson in a men’s clothing store to save up some money. She earns \$15 an hour and works about 15 hours a week. She also earns a commission on the sales she makes. Kelly gets along well with most of the other staff, except for her manager.



On Kelly’s first day at work, the manager criticized her accent in French. Kelly responded with a laugh and explained that, unfortunately, she has never been able to pronounce the French “R”. Kelly didn’t take offence. Her accent is something she often laughs about with her CEGEP friends.

A few months go by and Kelly’s relationship with her manager is fine. But little by little, things begin to go downhill. Over time, Kelly notices her manager becoming colder toward her. Every time she works, she hears the manager criticizing her accent. The manager doesn’t make these comments directly to Kelly. Instead, she just says them out loud to herself.

One day, while speaking in French with her manager, Kelly uses an English word to get her meaning across. Her manager gets angry and tells Kelly to go live in the United States. Kelly is hurt and tries to explain herself. She tells her manager that she is embarrassed to speak French sometimes because of how the manager mocks her accent. She explains that this is why she often avoids talking to her. The manager rolls her eyes and goes to her office.

This is not the only problem Kelly has with her manager. The manager has also told Kelly and her female co-workers to flirt with the male customers so that they will spend more money. She instructs them to just laugh if the men say anything that makes them uncomfortable. She also suggests that they touch the men, for example by placing a hand on their back. Kelly is uncomfortable with doing this. When she tells her manager this, the manager replies, “We are women who work in a store for men: this is how it’s done.” When customers make inappropriate comments to Kelly, her manager acts as if nothing has happened.

Kelly no longer knows how to deal with her manager. She feels more and more uncomfortable at work and has even started having nightmares about it. Kelly’s girlfriend tells her she should quit, but Kelly wants to keep her job so she can keep saving up money. She’s thinking of filing a complaint against her manager, but she doesn’t know where to start.

(This example is largely based on this real-life court case: [M.C. v. Boutique Unisex Joven inc., 2022 QCTAT 844.](#))

**a) Do you think Kelly is being harassed by her manager? Explain why or why not.  
If you think this is workplace harassment, explain how Kelly can deal with this situation.**

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Questions	Possible answer:
Are the manager’s actions or words hurtful or humiliating?	
Are they hostile or unwanted?	
Are they repeated? Or, if it only happened once, were they serious?	
Do they affect Kelly’s dignity or her physical or psychological well-being?	
Do they create an unpleasant or stressful work environment?	



## Scenario 4

Alex works as a barista at the Corner Coffee Shop. A few months after he starts, the coffee shop decides to buy a new espresso machine. The employer requires all the employees to attend training on how to operate and clean the new machine.

**The training takes place in the suburbs, so Alex has to buy one \$3.25 bus ticket to get there and another one to get back. The training starts at 8:30 a.m. and ends at 5 p.m., with a one-hour break for lunch. Alex earns \$15 an hour.**

**Calculate how much Alex should get paid for this day.**

