

YOUR RIGHTS AT THE WORKPLACE

The Act Respecting Labour Standards

In Quebec, this law stipulates what is legally acceptable with regards to salaries, the length of the work-week, holidays, termination. In most types of workplaces in Quebec, the minimum age is 14 years old with exceptions in industries, like kitchen work, where the age is 15.



Minimum Wage

Refers to the lowest hourly wage an employer can pay employees. For most lines of work, minimum wage is \$13.10/hour but may be set at \$10.45/hour for those who may receive tips.

Students must be paid at least the minimum wage if they work no more than 28 hours week when school is in session, or during holiday breaks.

Discrimination: The unjust or prejudicial treatment of different categories of people or things, especially on the grounds of race, age, or sex.

Contract: A written agreement between a worker and his/her employer about the job and the expectations of the worker and the employer.

10

Unpaid sick day entitlement

2

Weeks of vacation for 1-5 years of service

40

Hours of work per week

Public Holidays

If you work on a public holiday, the employer must

1. Pay you the regular wages for all the hours you worked.
2. Pay you an additional compensation.
3. Give you a paid replacement holiday (time off with pay).

Sick Days

You are entitled to take up to 10 sick days a year without pay. this means that your employer cannot fire you for not showing up due to your own illness, or the illness of a close relative such as a sibling, a parent, a child or a grandparent



Vacation Time

Normally given to full-time employees therefore minors would not be eligible for vacation days. Days Off

Overtime

For most, overtime begins after 40 hours of work during the same week. Every hour past this point is paid at "time and a half" or 1.5x your regular wage of paid leave for the equivalent of those hours + 50%.

Termination of Contract

The employer is required to give you written notice of employment termination if you have worked for 3 consecutive months. If you have worked between 3-12 months your employer is required to give you a one week notice.

