

Working in Quebec

What are
your rights?





Éducaloi is a neutral and independent organization with recognized expertise in legal education and clear communication of the law.

Our mission is to explain the law to the population of Quebec in everyday language and develop their legal skills.

The information in this comic strip is up to date as of February 2025.
For more information visit educaloi.qc.ca or consult a lawyer or notary.

Are you a newcomer to Quebec

and don't know how to deal with certain situations at work?

This comic strip includes six short stories inspired by real life situations to help you:

- understand labour standards in Quebec,
- understand your rights as an employee,
- learn about resources and what you can do to protect yourself.

Through these stories, you'll learn how to deal with certain challenges you might face in your work while having the tools to protect your rights.



i People on temporary work permits have the same rights in the workplace as everyone else. No one is required to do unpaid overtime, no matter what their immigration status. Your boss can't force you to do unpaid overtime.

For more information about your rights, see educaloi.qc.ca

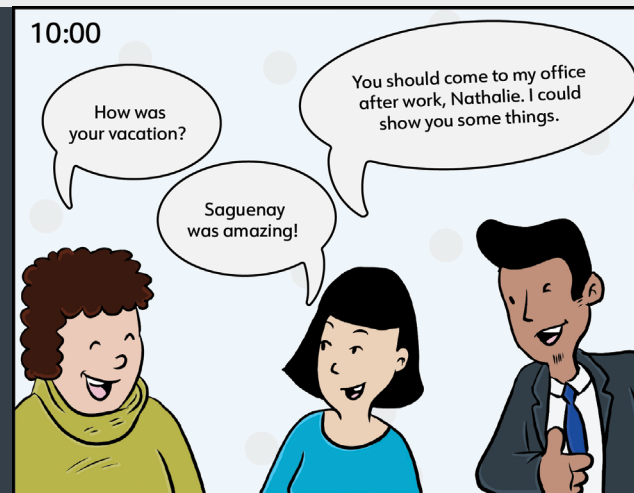




i Employers must pay at least minimum wage for all work done by employees, including during training.

For more information about your rights, see educaloi.qc.ca



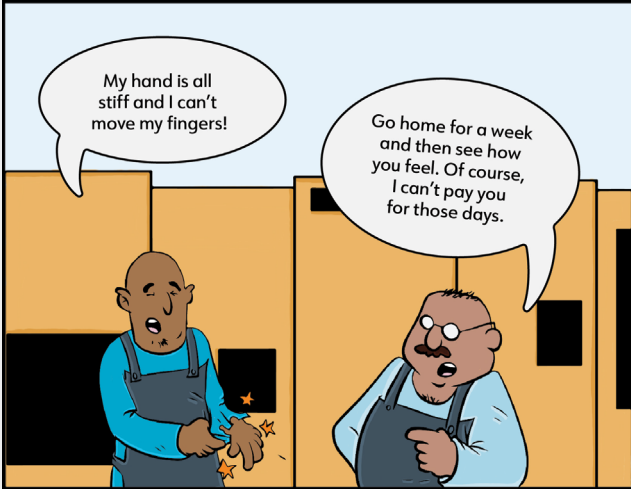
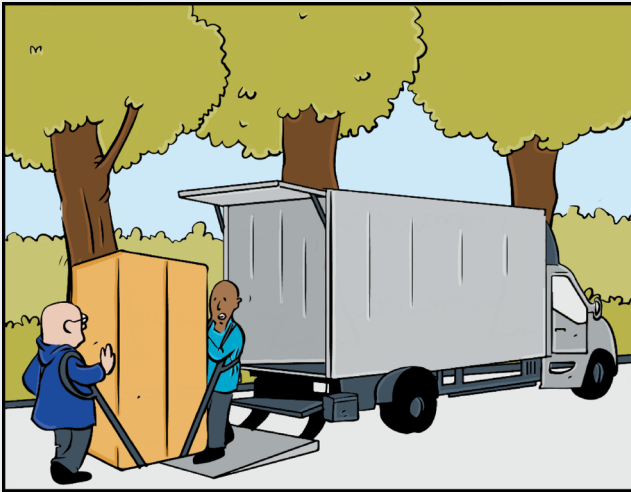



Employers have a duty to prevent sexual harassment in the workplace. Once you tell your employer about the harassment, they must take action to stop it.



For more information about your rights, see educaloi.qc.ca





 You are always entitled to be paid when you have a work accident.

For more information about your rights, see educaloi.qc.ca





i It's illegal to fire an employee because she's pregnant.

For more information about your rights, see educaloi.qc.ca





i When you're required to wear clothing identifying you as an employee of a business, your employer must provide it for free.

For more information about your rights, see educaloi.qc.ca





Resources

Éducaloi

To learn more about your rights and responsibilities:

www.educaloi.qc.ca/en

www.educaloi.qc.ca/en/categories/work/

Barreau de Montréal

To find out more about your rights:

www.barreaudemontreal.qc.ca/en/public/services-au-public-en/

www.barreaudemontreal.qc.ca/en/public/the-aim-for-justice-events/

Commission des normes, de l'équité, de la santé et de la sécurité du travail (CNESST)

To find out more about your rights or to make a complaint:

www.cnesst.gouv.qc.ca/en

1 844 838-0808

Justice Pro Bono

To receive support as a temporary foreign worker:

<https://justiceprobono.ca/en/temporary-foreign-workers/>

WhatsApp : 438 337-6002

Phone : 1 866 999-4881

Partners

Éducaloi partner members

Barreau
du Québec



Chambre
des notaires



SOQUIJ

To achieve its mission,
Éducaloi also receives support from



Ministère de la Justice
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Québec

Québec





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