

Crossword Puzzle

EMPLOYMENT LAW

VERTICAL

HORIZONTAL

- 1 Gesture or behaviour that may be based on ethnic origin, gender, or age, for example. Quebec's Charter of Human Rights and Freedoms prohibits this behaviour during and after the hiring process.
- 2 Person who is not an employee. They work independently, without being supervised or controlled by an employer (two words, with a hyphen).
- 3 Minimum number of weeks' notice your employer must give you if you're dismissed after working with them for more than one year but less than five years.
- 4 Workplace _____: Injury that happens at work and may entitle you to financial benefits from the CNESST.
- 6 Minimum number of weeks of paid vacation you're entitled to after working continuously for the same employer for at least three years.
- 7 Document employers must have that explains how situations involving harassment are handled.
- 10 _____ disease: Illness caused by work that is directly related to the particular risks of a job.
- 11 _____ violence: Employers must take steps to protect workers from this type of violence.
- 13 _____ leave: Leave available to all new parents. Both parents can take it at the same time or one after the other.
- 17 Disciplinary measure that ends a person's employment.

- 3 _____ period: Period when an employer evaluates whether to hire you. You must be paid during this time. This period is also sometimes called a "probation period".
- 5 Pay _____: Legal requirement for employers to pay people for work traditionally or mostly done by women the same salary as people who do comparable work traditionally or mostly done by men.
- 8 Hours worked beyond 40 hours in a week and paid at 1.5 times your regular hourly wage.
- 9 Tribunal _____ du travail : French name of the tribunal that deals with most disputes between employers and workers.
- 12 Program that provides temporary income to people who lose their job (two words).
- 14 Minimum age to work most jobs in Quebec since 2023.
- 15 Acronym for the government agency that ensures employment laws are followed and informs people in Quebec about their workplace rights.
- 16 Group of workers whose purpose is to protect members' rights and interests in dealing with their employer.
- 18 _____ of Human Rights and Freedoms: Quebec law that protects you against discrimination in the workplace, among other things. All laws in Quebec must comply with it.

Answers:

VERTICAL : 1. discrimination, 2. self-employed, 3. two, 4. accident, 5. three, 6. policy, 10. occupational, 11. domestic, 13. parental, 17. firing.
HORIZONTAL: 3. trial, 5. equity, 8. overtime, 9. administrative, 12. employment insurance, 14. fourteen, 15. CNESST, 16. union, 18. charter.

For more information

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