

WORKSHEET 7: IDENTIFYING RIGHTS AND HOW TO GET THEM

Catherine is a secondary school student. She has recently obtained regular employment. She works from 7pm to 11.30pm three nights a week and from 5pm to 12pm Saturday and 6pm to 10pm on Sunday nights.

- What are Catherine's rights?
- Is she getting them?
- What do you think of this situation?
- What would you do if you were Catherine?

Peter is in 5th year and studying for his leaving certificate; he is 16 years old. During school he works in a restaurant. His hours are 5pm to 7pm Thursdays and 12 noon to midnight on Saturdays. He will turn 17 during the summer when he will work five days a week. His additional responsibilities entail calculating the bills and handling cash, for which he will get three days training. His basic hours of work are eight hours a day but he hasn't been given a roster and doesn't know exactly when he will be needed until the day before. At the end of August he intends returning to school. Due to his working arrangements he doesn't always get paid regularly. His hourly rate is €4.

- What do you think of this situation? What are the main issues as you see them?
- Do you think he has been fairly treated? What does the law say?
- What are the employer's obligations regarding this employment?
- Outline a list of his entitlements.
- What advice would you provide to each of these individuals?

John works on trolleys for a local supermarket, during school term, weekends and holidays. His job entails ensuring the trolleys are securely locked to the trolley bays at the entrances and in the car parks. He has often had near misses with cars speeding through the

car park when it's dark. He normally wears his football club fleece when working as it is generally very cold. His supervisor doesn't like this as it isn't part of the uniform. Although he has a contract for eight hours a week he often works 20 hours when they are short staffed and the money is always welcome.

- What do you see as the issues in this scenario?
- What are his employer's legal obligations?
- What should John do in this situation?
- How do you think this affects his schoolwork?
- What would you advise in this situation?

Cian works in the loading bay of a manufacturing company at weekends and during the school holidays. He loves the job because it's very physical and his work mates often give him the chance to drive the forklift. This is what he wants to do when he leaves school and if his parents allowed him he wouldn't bother returning to school at all. He is well paid, €5 per hour, and takes on any duties he is asked to do which sometimes include lifting heavy boxes but he doesn't mind. Cian is not yet 16.

- What are the issues in this scenario?
- What do you think of his attitude to school?
- Should he be allowed to work in such conditions?
- What can be done in this situation?

Suzanne works in a retail store. Although she doesn't have specific hours of work she is required to be available for work at weekends and during summer holidays. She waits to hear from her supervisor every weekend but sometimes she is never contacted which means she doesn't get paid.

- What should Suzanne do in this situation?
- What does the law say?