

# Employment Terms

# Student Activity

Circle the most appropriate labour-related definition.

## 1. Arbitration:

- (a) A march during America's Arbor Day
- (b) A method of settling disputes through a binding third party decision
- (c) A new method of modern dance

## 2. Blue Collar Workers:

- (a) Factory employees who make shirts with blue collars
- (b) People who only wear blue collars
- (c) Production and maintenance workers

## 3. Closed Shop:

- (a) A place where only union members are hired
- (b) A store that closes during specific hours
- (c) The old Sunday shopping law

## 4. Collective Bargaining:

- (a) A bunch of people looking for a bargain
- (b) A method of determining wages and other employment conditions through direct negotiations between the union and employer
- (c) Making a bargain to collect a person's rent

## 5. C.O.L.A.:

- (a) A dark, sweet beverage
- (b) Cost of Living Allowance
- (c) Pay increases based on the Consumer Price Index
- (d) a & c
- (e) b & c

## 6. Fringe Benefits:

- (a) A benefit concert by a group named FRINGE
- (b) A wage benefit package given only to employees who wear clothing with some fringe on it
- (c) Non-wage benefits such as paid vacations, pensions, and life insurance

## 7. Grievance:

- (a) Complaint against management by a union or union member regarding a breach of the collective agreement
- (b) What you go through upon the death of someone close to you
- (c) Someone who complains a lot

## 8. Injunction:

- (a) A court order restraining an employer or union from engaging in certain acts
- (b) A needle you get before starting certain jobs
- (c) A place of employment at a railway junction

## 9. Labour Relations Board:

- (a) A wooden board used in hard labour
- (b) A Federal or Provincial Board established to administer labour law
- (c) A group of people who work hard at their relationships

**10. Local:**

- (a) The basic unit of union organization
- (b) Here, not there
- (c) An establishment that is close by

**11. Lockout:**

- (a) When you leave your keys at home
- (b) When you accidentally lock your keys in your car
- (c) When you've had an argument with someone and they lock you out of the house
- (d) A phase in a labour dispute where management doesn't allow its employees to work

**12. Moonlighting:**

- (a) A former hit television show starring Bruce Willis
- (b) What you do when you want a romantic evening
- (c) A situation in which an individual holds more than one paid job at the same time

**13. Picketing:**

- (a) Union members publicize the existence of a labour dispute
- (b) A type of white fencing usually found around country homes
- (c) Fancy guitar playing

**14. Seniority:**

- (a) The age when you start to receive a pension
- (b) When people begin to think that they are too old
- (c) Term used to designate an employee's status, usually based on length of service

**15. Shift:**

- (a) The daily working period for a group of employees
- (b) A type of straight dress
- (c) To move around on the job

**16. Slowdown:**

- (a) To really take things easy, at a slow pace, to preserve good health
- (b) What you should do for a yellow light at an intersection
- (c) A deliberate lessening of work effort to force concessions from the employer

**17. Strike:**

- (a) When a player swings at a bad pitch at a baseball game
- (b) A well-aimed punch
- (c) A refusal to work by employees in order to compel the employer to agree to certain terms or conditions

**18. Scab:**

- (a) A person who accepts employment to replace workers who are on strike
- (b) A crust that forms on your skin after a bad cut or scrape
- (c) A new type of seafood

**19. Trade Union:**

- (a) Workers organized into a voluntary association to further their mutual interests regarding wages and working conditions
- (b) A group of people who get together to trade hockey cards
- (c) A union for fur traders

**20. White Collar Workers:**

- (a) People who wear white collars to work such as nurses, secretaries, or clowns
- (b) Workers in offices and other non-production phases of industry
- (c) Workers, mostly seamstresses, who make white collars for the clergy