

14 Employment law

Vocabulary

employment/labour law
contract of employment
industrial/labour relations
working hours
working conditions
terms of contract
retirement and retirement pension
period of notice
employee and employer
self-employed person
job applicant
minimum wage
pay/wages/salary
job description
lawsuit against the employer
unfair dismissal
equal pay for work of equal value
backed by a trade union
social security
health and safety regulations
unemployment benefits
dispute settlement
collective bargaining

pursuant to an express or implied agreement
an agent and a principal
independent contractor
rendering services
union officials
promotion and lay-off clauses
a grievance procedure
to be discharged without „just cause“
impartial labour arbitrators
written notification of terms
itemized pay statements
rent rebate
community charge and poll tax
disability working allowance
terminable at will
wrongful discharge action
rate of unemployment
uncontroverted testimony

Definitions

employer
employee
employment
agent
Sunday trading
the right to strike
collective bargaining
statutory rights
express terms
implied terms
fixed-term contract

justifiable discharge

Questions

- 1 Describe the rights of employees.
- 2 Describe the duties of employers.
- 3 Describe the purpose of collective bargaining.
- 4 Describe the forms of social security.
- 5 Describe the situations in which an employee may be justifiably discharged.