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## UNIT FIVE: TERMINATION OF EMPLOYMENT

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**Materials needed:**

- Student pages 45 to 51
- Page XVII: One copy, cut into squares, for each two students
- Page XVIII - XXI of the Teacher Resource Section for Benchmark 3 - 4. One copy, cut into squares, for each group that will be playing the game
- Listening CD Track 5: "Termination of Employment"
- Enough dice to have one for each group and pieces to use for movers on the game board

**Objectives: Students will be able to...**

- understand, recognize (in both written and oral form) and use idioms related to termination of employment (pages 45 and 46).
- understand the concepts involved with "giving notice", including the amount of notice needed (pages 47 to 50).
- reflect on what they have learned through the lessons about Employment Standards.

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### 1. TERMINATION OF EMPLOYMENT

**Activation activity:** The teacher should introduce the topic "Termination of Employment" by writing the question: "What are some ways a person can leave a job?" To get them started, an example could be given. For example, "A person can leave a job when they decide to quit." THINK PAIR SHARE. The students should discuss briefly with a partner, and then the teacher should collect the brainstormed answers on the board.

**Activity:** Hand out the student photocopy [page 45](#). Explain that idioms are "word pictures" and that the idioms can often be figured out by understanding the picture or metaphor. Tell the students to work in partners and hand out the 12 cut up idiom answers (Teacher Resource [page XVII](#)). They are to guess which picture belongs to which idiom by placing the idiom cards on top of the squares on student [page 45](#). Go over the correct answers after they finish.

The idioms are all going to be used in the listening activity on student [page 46](#). Tell the students to listen to the reading and fill in the idioms that are used. They can refer to the idioms that they have just studied for help. Go over the answers afterwards.

ANSWERS FOR PAGE 46  
(Transcript for Track 5)

Employees can decide to leave a job. An employee usually tells the employer. They tell the employer that they want to leave. They need to **give** at least one week's **notice**. One week after they tell the employer, they can leave the job. When they **quit** or **resign**, they don't work for the employer anymore.

## ANSWERS FOR PAGE 46

Sometimes an employee doesn't tell the employer. They **leave without giving notice**. They might get angry at the employer and **quit on the spot**. This means they walk out of the building and never work for the employer again. Or they might be a new employee. When they are a new employee they have 30 days to decide if the job is a good job for them. When they have worked less than 31 days, they can tell the employer that they will not come to work the next day. They do not have to **give notice**.

The employer can decide that the employee is not a good worker for the company. When the employee has worked less than 31 days, the employer can tell the employee to go home and not come back. They might be angry. They can tell the employee "**You're fired!**", and the employee has to leave. The employer does not have to **give** the employee **notice**. There are other words which have the same meaning as "**You're fired.**" The employee could be **canned, sacked, given the boot, or given the heave-ho**. The employer could also say "**There's the door.**" All of these mean the same thing. The job is over, and the employer is not happy with the employee.

When an employee says "**I was let go**", the listener doesn't know if the employee and employer left each other happily or not. The listener only knows that the employee is not working there anymore.

Sometimes the employee doesn't want to leave, and the employer doesn't want the employee to leave, but there might not be enough money. The employee could be **laid off** because there is not enough work. This means that the employer might want to hire the employee again when the company has more money. But if the employer doesn't think the employee will be hired again, the employee is **permanently laid off, or dismissed**.

**1. GIVING NOTICE**

**Activation Activity:** The teacher should explain the key ideas in the student [page 47](#).

**Activity:** Students work in partners to read and answer the questions on student [pages 47 to 50](#).

## ANSWERS FOR PAGE 48

1. No. Rupinder did not need to receive two weeks notice because she had worked for only two weeks. No notice is needed when the employee has worked less than 31 days.
2. Yes. David needs to be given six weeks of notice because he has worked for the company for at least five years and less than ten years.

REVIEW: to be let go, to be canned, to be given the boot, to be sacked, to be terminated, to be given the heave-ho.

