Unit 16

♦ Workers’ Rights
♦ Should and Must
♦ Ought To
WORKING AT THE BEAUTY SHOP

It was another slow day at the beauty shop. There were no customers. Rosalba and Soo were worried about their jobs. They didn’t want to lose them. Soo started to clean some shelves. She already cleaned the shelves in the morning but she wanted to look busy. It’s good to look busy if customers come into the shop.

Rosalba asked Soo why she was working when the shop was empty. Soo told Rosalba that she wanted to stay busy because Marvin was there. He looked very unhappy. He appreciated Rosalba and Soo’s work very much. This made Rosalba and Soo feel much better.

1. Did Soo clean the shelves that morning?

_________________________________________________________________

2. Did Soo like to keep busy?

_________________________________________________________________

3. Were there many customers in the beauty shop?

_________________________________________________________________

4. Was Marvin at the shop?

_________________________________________________________________

5. How did Marvin look?

_________________________________________________________________
SALE AT THE BEAUTY SHOP

Marvin made a sign and he showed it to Soo and Rosalba. The sign said, “SALE, Half Price on All Salon Services.” A sale is when stores sell things at a lower price. Half price is when you pay only half of the cost. When Marvin has a sale, he doesn’t worry that people pay less. If customers start to come because of the lower prices, his business will get better. It’s better to sell things at half price than to have no customers.

Rosalba and Soo liked Marvin’s idea. Marvin put the sign in the shop window.

1. Were any customers coming to the shop?

_________________________________________________________________

2. What did Marvin make and show to Rosalba and Soo?

_________________________________________________________________

3. Did Marvin make the salon services free?

_________________________________________________________________

4. How much will customers pay at Marvin’s sale?

_________________________________________________________________

5. Where did Marvin put the new sign?

_________________________________________________________________
**VOCABULARY**

*Study these definitions.*

- chemical: a substance you use for cleaning or making something
- deadline: a time limit
- demand: to ask for in a forceful manner
- display: to show
- environment: place or area
- label: a sign on the product that has the name, ingredients and directions
- obey: to follow rules or laws
- obligatory: necessary to do
- offer: to give or present
- quit: to leave a job and not come back to work
- sale: when a business offers cheaper prices
- sign: a notice that displays the name of a business and additional information
- stink: to think that something is terrible or smells bad
- toxic: poisonous, dangerous to your health
- workers’ rights: the legal entitlements of all workers
Fill in the blanks in the sentences below with the new vocabulary.

1. Jose didn’t __________________ the speed limit and got a speeding ticket for driving too fast.

2. I don’t like my job. I’m going to __________________ and find another one.

3. Marvin believes that a __________________ will increase his business.

4. When Marvin decided to have a sale, he made a big __________________ and put it in his window.

5. Soo’s last customer didn’t like the hairstyle she gave him. He said, “This __________________.”

6. Soo __________________ her jewelry in Marvin’s shop for all the customers to see.

7. A boss must pay a worker for the work he does. A worker can take a lunch break if he’s working an 8-hour day. A worker can take time off if he is injured at work. These are ____________________________.

8. There are many different kinds of __________________ in the shampoo that Soo uses.

9. You can find the directions on how to use this shampoo on the ________________.

10. You must complete this application before September 13th. That’s the ____________________.

11. On the first weekend of every month, Jay’s Department Store ________________ a half-off sale on everything.

12. It is __________________ that all employees sign in on their time cards when they start work.

13. This office is clean and organized, and the people are very nice. This is a good work ________________.

14. If your boss is unfair, you must __________________ your worker’s rights.

15. It is dangerous to swallow chemicals because they’re ____________________.
MIN HAS A RUDE CUSTOMER

Min was working at the restaurant when she tried to take an order from two customers at a table. It was difficult for Min because the customers were talking to each other and not paying attention to Min. When she asked them if they wanted anything else, they didn’t answer her. So Min picked up the menus and went into the kitchen.

As soon as Min left, one of the customers shouted at her. He wanted her to come back. He was angry with her because he never finished his order. Min gave him a menu again and he ordered the special. He thought that the price was too expensive. Min agreed that it was a little expensive, but it was also very delicious. The customer ordered the special, but he wanted to talk to Min’s boss about the bad service in this restaurant. He said that Min was rude, but he was the person who was really rude.

1. Was a customer angry at Min because she went away?

2. Did the customer finish his order before Min went away?

3. What did the customer think about the price of the special?

4. Who did the customer want to speak to?

5. Was Min rude, or was the customer rude?
WORKERS’ RIGHTS

Eduardo told Gustavo his story. Eduardo was upset because he worked very hard and he didn’t get paid. His boss didn’t have enough money to pay him. Gustavo got angry because his story was similar to his problem with Mr. Calderon. Gustavo told Eduardo that all bosses must treat employees fairly. This is the law. It’s called the “Workers’ Rights Law.” This law also makes a boss responsible if a worker gets hurt on the job.

Eduardo decided to tell his boss about Gustavo’s problem with his boss. Eduardo told his boss that Gustavo called a lawyer. Eduardo’s boss suddenly found some money to pay Eduardo.

1. Did Eduardo have a problem with his boss?

______________________________________________________________________

2. Did Eduardo’s boss have enough money to pay him?

______________________________________________________________________

3. What is the name of the law that protects workers?

______________________________________________________________________

4. Does the law say that bosses must treat workers fairly?

______________________________________________________________________

5. Did Eduardo’s boss finally pay him?

______________________________________________________________________
In Unit 15 we saw that employers have certain responsibilities. There are certain laws that employers must obey. This means that workers have certain rights that they can demand. Let’s look at some of them:

1. Workers have the right to a safe and healthy work environment.
2. Workers have the right to receive pay for all work that they do.
3. Workers have the right to receive Workers’ Compensation if they are hurt on the job.

Workers’ Rights

If you feel that your boss is not obeying these laws, you should talk to him about it. If he still does not obey the law after you talk to him, there are places you can go to get help. All of these places are in the California State Government Office Building, in the Industrial Relations Departments.

In Los Angeles, the address is:  
107 S. Broadway  
Los Angeles, CA 90012

In Van Nuys, the address is:  
6150 Van Nuys Blvd.  
Van Nuys, CA 91401

To get help for unsafe or unhealthy work conditions, go to the Division of Occupational Safety and Health.

For help getting pay that you didn’t receive, go to the Division of Labor Standards Enforcement.

To get help with Worker’s Compensation pay, go to the Division of Workers’ Compensation, Information and Assistance Unit.
Choose from the following:

Where should these people go for help?

A. The Division of Occupational Safety and Health
B. The Division of Labor Standards Enforcement
C. The Division of Workers’ Compensation

1. Stefan doesn’t pay Ivan because Ivan is working at another job, too. Ivan should go to _____ for help.

2. Marvin decides to use a new kind of hair color that is very toxic. Rosalba doesn’t want to use it, but her boss, Marvin, demands that she does. Rosalba should go to _____ for help.

3. Mr. Calderon refuses to pay Gustavo for work that Gustavo did for him. Gustavo should go to _____ for help.

4. Gustavo hurt his back when he worked for Mr. Calderon. Mr. Calderon doesn’t have insurance and won’t help Gustavo. Gustavo should go to _____ for help.

5. The garage where Ray and Jack work is very unsafe. They are afraid that some day soon there will be an accident. The boss does not want to make the garage safe. Ray and Jack should go to _____ for help.

6. Jose works for a landscaping company. Last week, Jose dropped a heavy bag on his foot and hurt it. He won’t be able to work for a month. Jose should go to _____ for help.
CHEMICALS AND LABELS

Soo didn’t read the label on the bottle carefully. She put the wrong chemicals in the hair solution. The customer was very angry because his hair looked terrible.

Marvin, the manager, wasn’t happy, because he was worried about his business, and he needed to lay someone off. When Soo made this mistake, she didn’t wait for Marvin to make a decision. She quit because she didn’t want Rosalba to lose her job. She had her own jewelry business and her business was good.

When she quit the job at the beauty shop, she had more time to work on her jewelry.

1. Did Soo make a mistake with the chemicals?

____________________________________________________________________

2. Why was Marvin upset?

____________________________________________________________________

3. Did Marvin lay Soo off from work?

____________________________________________________________________

4. Did Soo quit to go on vacation?

____________________________________________________________________

5. After she quit, what did Soo have more time for?

____________________________________________________________________
MIN STANDS UP TO THE CUSTOMER

At the restaurant, Min continued to serve the rude customer and his friend. She offered them more coffee and she filled their cups. The man asked again to speak to the boss. Min explained that it wasn’t necessary. She was doing her best. The man demanded to speak to her boss. He really wanted to complain about Min.

Finally, Min told him the truth. This was her parents’ restaurant and today was their day off. So Min was the boss. If they didn’t like the food or the service, they didn’t have to pay. They needed to go. And don’t come back again!

1. Did Min offer coffee to the man?

____________________________________________________________________

2. Who did the man want to speak to?

____________________________________________________________________

3. Who was the boss today?

____________________________________________________________________

4. Did the man have to pay for his lunch?

____________________________________________________________________
SHOULD AND MUST

We studied should and must in earlier units. Let’s look at these words again to see the difference between them.

* Should means that it’s better to do something, but you don’t have to do it.
* Must means that you have to do something.

Examples:
You should brush your teeth after you eat.
You must eat food to stay alive.

Read the sentences below and fill in the blanks with should or must.

1. Our boss gave us a deadline for our work. We ________ finish it by Tuesday.
2. Ronald _________________ get more exercise. He’s very lazy.
3. You _________________ have a driver’s license to drive in California.
4. You _________________ obey the traffic laws or you will get a ticket.
5. We _________________ read good books more often.
6. Employers _________________ have Workers’ Compensation insurance.
7. Employers _________________ pay employees for all work that they do.
8. Jose and Marta _________________ watch less TV.
9. You _________________ enroll in class if you want to attend.
10. Ivan _________________ look for another job if he doesn’t like to work for Amir.
OUGHT TO

Ought to is very much like should. It means it’s better to. The main difference between ought and should is that ought is always followed by to and should isn’t.

Example:

We should study more. We ought to study more.

<table>
<thead>
<tr>
<th>I</th>
<th>You</th>
<th>He</th>
<th>She</th>
<th>ought to</th>
<th>study more.</th>
</tr>
</thead>
<tbody>
<tr>
<td>It</td>
<td>We</td>
<td>They</td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

Fill in the blanks with should or ought. Remember that ought is always followed by to.

1. Gustavo ______________ to go to small claims court.
2. I ______________ work harder.
3. Soo and Rosalba ______________ to look for other jobs.
4. Min ______________ to tell her parents that she wants to be a nurse.
5. Marta ______________ exchange her stale crackers for fresh crackers.
6. We ______________ to invite our friends over for dinner.
7. You ______________ to read more.
8. Stefan ______________ hire a gardener.
9. The children ______________ watch less TV.
10. We ______________ to give the dog a bath.
UNIT 16 TEST

Choose the correct answer.

1. Every worker has _________________.
   a. rights
   b. boss
   c. vacation

2. Employers must obey the ________________ pertaining to workers’ rights.
   a. police
   b. contract
   c. laws

3. If your work environment is dangerous, there are government offices that you can go to for help.
   a. Division of Occupational Safety & Health
   b. Division of Labor Standards Enforcement

4. If your employer isn’t paying you the money owed to you, go to the ____________.
   a. Division of Labor Standards Enforcement
   b. Division of Workers’ Compensation, Information and Assistance Unit

5. To get help with pay when you get hurt on the job, go to _______________.
   a. Division of Occupational Safety and Health
   b. Division of Workers’ Compensation, Information and Assistance Unit

6. You _____________ fill out an application if you want to apply for this job.
   a. should
   b. have
   c. must

7. Jose is always tired. He _______________ get more sleep.
   a. should
   b. need
   c. ought

8. We’re going to be late. We _______________ to leave as soon as we can.
   a. should
   b. ought
   c. must
UNIT 16 TEST

9. I’m a little too heavy. I ___________ eat less candy and eat more vegetables.
a. should  
b. ought  
c. have

10. If you don’t like your job, you _________________ to look for another one.
a. should  
b. ought  
c. must

11. Mary is always late for work. Her boss told her that she ________ come on time.
a. should  
b. ought  
c. must

12. There’s a sale at the department store this weekend. You ___________ to go shopping on Saturday.
a. should  
b. ought  
c. must

13. My doctor told me that I _____________ stop smoking if I want to live.
a. should  
b. ought  
c. must

14. You _________________ buy a new car instead of an old one.
a. should  
b. ought  
c. must

15. We _____________ go to medical school if we want to be doctors.
a. should  
b. ought  
c. must

16. Soo _____________ her jewelry in Marvin’s shop.
a. buys  
b. display  
c. displays
UNIT 16 TEST

17. I don’t like this job. I’m going to ________________ and find another one.
   a. quit
   b. finish
   c. take

18. If your boss isn’t fair to you, you must ________________ your rights.
   a. take
   b. demand
   c. quit

19. Don’t get any paint in your mouth. It’s ________________.
   a. not delicious
   b. stink
   c. toxic

20. We want to ________________ you this job because you have a lot of experience.
   a. offer
   b. quit
   c. apply
UNIT 16
STUDENT ANSWER KEY

VOCABULARY (page 81)
1. obey
2. quit
3. sale
4. sign
5. stinks
6. displays
7. workers’ rights
8. chemicals
9. label
10. deadline
11. offers
12. obligatory
13. environment
14. demand
15. toxic

OUTUGHT TO (page 89)
1. ought
2. should
3. ought
4. ought
5. should
6. ought
7. ought
8. should
9. should
10. ought

WORKERS’ RIGHTS (page 85)
1. b
2. a
3. b
4. c
5. a
6. c

SHOULD AND MUST (page 88)
1. must
2. should
3. must
4. must
5. should
6. must
7. must
8. should
9. must
10. should