

EVERYTHING YOU NEED  
TO KNOW

# before starting your first job



 **Desjardins**  
Foundation

**school  
has to come  
FIRST if  
you want to  
achieve your  
dreams!**

## SCHOOL COMES FIRST— IT'S THE LAW.

There is no minimum age to work in Quebec. But employers must follow some rules.



### LEGALLY, YOU HAVE TO ATTEND SCHOOL UNTIL:

- the end of the school year during which you turn 16
- OR
- you get your high school diploma if you're under 16.



### If you're under 18

Your employer can't ask you to do work that:

- Is too demanding (e.g., too physically demanding)
- May affect your health, studies or development (e.g., too many hours)

### If you're under 16

For as long you're required to attend school, your employer must make sure that your studies comes first:

- Employers can't ask you to miss school for work.
- Employers must consider the distance between your house and workplace so that you're home between 11:00 p.m. and 6:00 a.m.

The second rule does not apply to some jobs, like newspaper delivery.

### If you're under 14

You need your parents' written permission to work.

### What if your employer doesn't respect your rights?

- Talk to your employer, immediate supervisor or union.
- Talk to your parents or an adult you trust.
- Contact the Commission des normes, de l'équité, de la santé et de la sécurité du travail ([cnesst.gouv.qc.ca](http://cnesst.gouv.qc.ca)).

To learn more, visit [educaloi.qc.ca/en/youth](http://educaloi.qc.ca/en/youth).

## 7 TIPS TO HELP YOU BALANCE SCHOOL AND WORK

1. Make sure your work schedule doesn't conflict with your school hours.
2. Consider your extracurricular activities and the time of year (exam period, school projects), your grade and certain factors related to your job (type of work, noisy workplace, far from home) to determine the number of hours you can work. You shouldn't work more than 20 hours a week.
3. Let your employer know your availabilities as soon as you get your class schedule.
4. Tell your employer ahead of time when your exam period will be so they schedule you for less hours.
5. Plan your school work so that you don't fall behind.
6. Pay attention to your body to avoid overworking yourself. You may need to reconsider the time you spend working and with your friends.
7. Visit [perseverancescolaire.com/en/  
travail-etude](http://perseverancescolaire.com/en/travail-etude) to find out about programs and tools to help you balance school and work.

INSTANCES RÉGIONALES DE CONCERTATION  
SUR LA PERSÉVÉRANCE SCOLAIRE  
ET LA RÉUSSITE ÉDUCATIVE DU QUÉBEC



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