

# Live-in nannies do have rights

Dear Amanda:

If you think slavery is out of fashion, you probably don't know anyone who is working as a live-in nanny!

I'm working in a home where there are three children, two of whom are very active preschoolers. Both parents have full-time jobs, and are away from seven in

the morning until six or seven in the evening, five days a week. I'm in sole charge of the kids for this time.

On the weekends, I would enjoy some free time to discover the city or make some friends my own age. But my employers expect me to be available in case they want to go shopping or out to dinner

without the children. It's impossible to plan a life of my own.

As I am here on a one-year work permit from England, I am afraid to complain to the authorities. But I would like to know — do I have any rights?

Dear Overworked:

Slavery is out of fashion — even for nannies! You have a legal right to either one 48-hour free period per week, or two periods of 36 and 12 consecutive hours each.

If work is assigned to you during these periods, and you agree to do it, you must be compensated at a time and a half rate, either in time off or in money.

If you choose the time off, you should be able to take it sometime within the following four-week period, following one of your free time periods.

It's time to assert yourself. Nannies are hard to find; you're in a better bargaining position than you think.

Dear Amanda:

I graduated from university last spring with a degree in psychology. Since then, I've been looking for a job. Even though I've sent out over 100 resumes, I've had very few interviews, and those that I've had have been unsuccessful.

Employers are always wanting more experience; they don't seem to take into account my years of education. I am trying to get into the personnel field, and yet I'm always asked if I can type or do bookkeeping or reception work. I could have gotten that kind of job without a degree! Do I have a right to be angry?

## Work Watch

Amanda Day

Dear Angry:

I suspect that what you're feeling is more along the lines of frustration and disappointment than anger. That first job for a new grad never quite matches your expectations.

Unfortunately, a degree is not an automatic entry to the career of your choice; first, you have to pay your dues.

Think of your education as something with long term value; right now you should concentrate on getting your foot in the door of an organization that can eventually offer you the kind of job training and career prospects you're seeking.

Think about it from the employer's point of view. He or she is looking for someone to fill a vacant job quickly; initially, they may not be interested in your long-term ambitions.

You have to sell yourself on the skills you can offer them today, be they typing, bookkeeping, a nice telephone manner or whatever.

Once they have time to appreciate your good qualities, they'll be a lot more interested in your future plans. But you have to take the first step before you take the fifth!

## Too serious?

The Family and Children's Services of York Region and Simcoe County is sponsoring a presentation by Chronopsychologist, Jon Shearer from Carleton University in Ottawa.

The presentation is called "Taking Ourselves Too Seriously". The topic of this presentation centres around the issue that attempting to maintain a balance between work and home and still have time for ourselves is difficult for most people of the 80's.

Jon Shearer provides valuable suggestions for practical ways to achieve this balance in an energetic, humorous and entertaining manner.

The meeting will be held in the multipurpose room of the Newmarket Public Library on Wednesday, November 4th from 7:30 p.m. - 9:30 p.m. The registration fee is \$2.00 per person at the door. Everyone is welcome.

For more information please contact Myra Hurst at 731-3150.



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