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Level 6

Overtime becomes part of holiday pay

7th November, 2014

<http://www.breakingnewsenglish.com/1411/141107-holiday-pay.html>

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Please try Levels 4 and 5 (they are easier).

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THE ARTICLE

From <http://www.BreakingNewsEnglish.com/1411/141107-holiday-pay.html>

Companies in the UK face a multibillion-dollar bill after a court ruled that overtime should be a factor in the calculation of holiday pay. This means the more overtime a worker does, the higher his or her holiday pay should be. An employment tribunal said it was wrong for companies just to consider basic working hours when determining holiday pay. It ruled that thousands of companies must recalculate their holiday pay. Tens of thousands of workers can now make claims from their employers backdated to as long ago as 1998. The tribunal also stipulated that voluntary overtime and time spent being on stand-by for emergency call-outs should be included when calculating holiday pay.

Over 15 per cent of British workers do overtime. The British government has said the new change in employment law is unacceptable and "ludicrous". It said: "We do not believe voluntary overtime should be included in holiday pay and are concerned about the potential impact on employers." An organisation of British companies said the cost to businesses will be "unbearable" and may have serious implications for Britain's economy. A labour union was pleased with the tribunal's announcement. It said: "This ruling not only secures justice for our members who were short-changed, but means employers have got to get their house in order." It said it would fight for workers to "receive their full entitlement".

Sources: <http://www.telegraph.co.uk/finance/jobs/11207421/Overtime-should-count-in-holiday-pay-landmark-tribunal-hearing-rules.html>
<http://www.mirror.co.uk/money/jobs/overtime-compensation---millions-brits-4563306>
<http://www.bbc.co.uk/news/business-29896810>

WARM-UPS

1. HOLIDAY PAY: Students walk around the class and talk to other students about holiday pay. Change partners often and share your findings.

2. CHAT: In pairs / groups, talk about these topics or words from the article. What will the article say about them? What can you say about these words and your life?

multibillion-dollar bill / calculation / employment / working hours / voluntary / overtime / unacceptable / concerned / impact / businesses / serious implications / justice / fight

Have a chat about the topics you liked. Change topics and partners frequently.

3. WORKING: What new laws should there be regarding these working issues? Complete this table with your partner(s). Change partners often and share what you wrote.

	Good things now	Bad things now	Changes
Contracts			
Overtime			
Holidays			
Training			
Sick days			
Performance			

4. OVERTIME PAY: Students A **strongly** believe overtime pay should be double the rate of normal time; Students B **strongly** believe that's too much. Change partners again and talk about your conversations.

5. WORKING CONDITIONS: Rank these with your partner. Put the most important at the top. Change partners often and share your rankings.

- salary
- health cover
- good desk
- training
- chances for promotion
- holidays
- good boss
- nice colleagues

6. PAY: Spend one minute writing down all of the different words you associate with the word "pay". Share your words with your partner(s) and talk about them. Together, put the words into different categories.

BEFORE READING / LISTENING

From <http://www.BreakingNewsEnglish.com/1411/141107-holiday-pay.html>

1. TRUE / FALSE: Read the headline. Guess if a-h below are true (T) or false (F).

- | | |
|---|-------|
| a. UK companies face repaying millions of dollars of tax to workers. | T / F |
| b. A tribunal said it was wrong not to consider overtime in holiday pay. | T / F |
| c. Workers will be able to receive pay dating back to 1998. | T / F |
| d. Stand-by time for emergency call-outs will not be part of holiday pay. | T / F |
| e. The British government fully backs the new law. | T / F |
| f. A business organization worried the law could worsen the economy. | T / F |
| g. A labour union was angry with the tribunal's decision. | T / F |
| h. The union said it would fight to protect the government's rights. | T / F |

2. SYNONYM MATCH: Match the following synonyms from the article.

- | | |
|------------------|----------------|
| 1. ruled | a. working out |
| 2. consider | b. specified |
| 3. claims | c. cheated |
| 4. stipulated | d. requests |
| 5. calculating | e. harm |
| 6. ludicrous | f. effect |
| 7. cost | g. decided |
| 8. impact | h. right |
| 9. short-changed | i. ridiculous |
| 10. entitlement | j. think of |

3. PHRASE MATCH: (Sometimes more than one choice is possible.)

- | | |
|----------------------------------|-----------------------------|
| 1. Companies in the UK face a | a. overtime |
| 2. a factor in the calculation | b. working hours |
| 3. consider basic | c. were short-changed |
| 4. backdated to | d. impact on employers |
| 5. time spent being | e. of holiday pay |
| 6. voluntary | f. entitlement |
| 7. concerned about the potential | g. on stand-by |
| 8. serious implications | h. multibillion-dollar bill |
| 9. members who | i. for Britain's economy |
| 10. receive their full | j. as long ago as 1998 |

GAP FILL

From <http://www.BreakingNewsEnglish.com/1411/141107-holiday-pay.html>

Companies in the UK face a multibillion-dollar (1) _____ after a court ruled that overtime should be a (2) _____ in the calculation of holiday pay. This (3) _____ the more overtime a worker does, the higher his or her holiday pay should be. An employment tribunal said it was wrong for companies just to consider (4) _____ working hours when determining holiday pay. It ruled that thousands of companies must (5) _____ their holiday pay. Tens of thousands of workers can now make (6) _____ from their employers backdated to as long ago as 1998. The tribunal also (7) _____ that voluntary overtime and time (8) _____ being on stand-by for emergency call-outs should be included when calculating holiday pay.

means
claims
bill
spent
basic
factor
stipulated
recalculate

Over 15 per cent of British workers do (9) _____. The British government has said the new change in employment law is (10) _____ and "ludicrous". It said: "We do not believe voluntary overtime should be included in holiday pay and are concerned about the (11) _____ impact on employers." An organisation of British companies said the (12) _____ to businesses will be "unbearable" and may have serious (13) _____ for Britain's economy. A labour union was pleased with the tribunal's announcement. It said: "This ruling not only secures (14) _____ for our members who were short-changed, but means employers have got to get their (15) _____ in order." It said it would fight for workers to "receive their (16) _____ entitlement".

implications
overtime
house
unacceptable
cost
full
potential
justice

LISTENING – Guess the answers. Listen to check.

From <http://www.BreakingNewsEnglish.com/1411/141107-holiday-pay.html>

- 1) a court ruled that overtime should be a factor _____
 - a. in the calculations
 - b. in the calculator
 - c. in the calculating
 - d. in the calculation
- 2) the more overtime a worker does, the higher his or her _____
 - a. holiday pay should see
 - b. holiday pay should been
 - c. holiday pay should be
 - d. holiday pay should free
- 3) consider basic working hours when _____
 - a. determine in holiday pay
 - b. determining holiday pay
 - c. determining in holiday pay
 - d. determined in holiday pay
- 4) Tens of thousands of workers can now make claims _____
 - a. from their employer as
 - b. from their employees
 - c. from their employers
 - d. from their employers as
- 5) voluntary overtime and time spent being on stand-by _____
 - a. for emergency's call-outs
 - b. for emergency call-outs
 - c. for emergencies call-outs
 - d. for emergent sea call-outs
- 6) Over 15 per cent of British _____
 - a. workers done overtime
 - b. workers do overtime
 - c. workers to overtime
 - d. workers true overtime
- 7) the new change in employment law is unacceptable _____
 - a. and "judicious"
 - b. and "ludicrous"
 - c. and "lewd and crass"
 - d. and "loo declass"
- 8) We do not believe voluntary overtime should be _____
 - a. included on holiday pay
 - b. included in holiday pay
 - c. included for holiday pay
 - d. included as holiday pay
- 9) may have serious implications _____
 - a. for Britain's economics
 - b. for Britain's economy
 - c. for Britain's economies
 - d. for Britain's economic
- 10) It said it would fight for workers to "receive _____"
 - a. their fully entitlement
 - b. their full entitled meant
 - c. their full entitlement
 - d. their fully entitlements

LISTENING – Listen and fill in the gaps

From <http://www.BreakingNewsEnglish.com/1411/141107-holiday-pay.html>

Companies in the UK face a multibillion-dollar (1) _____ that overtime should be a factor in the calculation of holiday pay. This (2) _____ overtime a worker does, the higher his or her holiday pay should be. An employment tribunal said it was wrong for companies (3) _____ working hours when determining holiday pay. It (4) _____ of companies must recalculate their holiday pay. Tens of thousands of workers can now make claims from their employers (5) _____ ago as 1998. The tribunal also stipulated that voluntary overtime and time spent being on stand-by for emergency call-outs should (6) _____ calculating holiday pay.

Over 15 per cent of British (7) _____. The British government has said the new change in employment law is unacceptable and "ludicrous". It said: "We (8) _____ overtime should be included in holiday pay and are concerned (9) _____ impact on employers." An organisation of British companies said the cost to businesses will be "unbearable" and may (10) _____ for Britain's economy. A labour union was pleased with the tribunal's announcement. It said: "This ruling (11) _____ for our members who were short-changed, but means employers have got to get their house in order." It said it would (12) _____ "receive their full entitlement".

COMPREHENSION QUESTIONS

From <http://www.BreakingNewsEnglish.com/1411/141107-holiday-pay.html>

1. How much of a bill could British companies face for holiday pay?

2. What did a tribunal say it was wrong for companies to consider?

3. How many companies now need to recalculate their holiday pay?

4. From how long ago can workers claim backdated pay?

5. What else is now part of holiday pay besides voluntary overtime?

6. What percentage of British workers do overtime?

7. Who said the change in employment law was "ludicrous"?

8. What did a business organization say there might be implications for?

9. Who was pleased with the new law?

10. What did a labour union say employers had to get in order?

MULTIPLE CHOICE - QUIZ

From <http://www.BreakingNewsEnglish.com/1411/141107-holiday-pay.html>

1. How much of a bill could British companies face for holiday pay?
 - a) a multiple-quadrillion-dollar bill
 - b) a multimillion-dollar bill
 - c) a multitrillion-dollar bill
 - d) a multibillion-dollar bill
2. What did a tribunal say it was wrong for companies to consider?
 - a) not paying overtime
 - b) just basic working hours
 - c) protesting against the law
 - d) themselves
3. How many companies now need to recalculate their holiday pay?
 - a) hundreds of thousands
 - b) 17,872
 - c) thousands
 - d) millions
4. From how long ago can workers claim backdated pay?
 - a) 1998
 - b) 2002
 - c) 2006
 - d) 2008
5. What else is now part of holiday pay besides voluntary overtime?
 - a) hotels and flights
 - b) tax breaks
 - c) stand-by for emergency call-outs
 - d) standing room only
6. What percentage of British workers do overtime?
 - a) 14
 - b) 15
 - c) 13
 - d) 16
7. Who said the change in employment law was "ludicrous"?
 - a) Workers of the World Unite
 - b) labour unions
 - c) Joe Bloggs
 - d) Britain's government
8. What did a business organisation say there might be implications for?
 - a) Britain's economy
 - b) workers
 - c) overtime being banned
 - d) national holidays
9. Who was pleased with the new law?
 - a) Jo Bloggs
 - b) people who refuse to do overtime
 - c) a labour union
 - d) Britain's government
10. What did a labour union say employers had to get in order?
 - a) their numbers
 - b) their house
 - c) who is to be paid first
 - d) documentation

ROLE PLAY

From <http://www.BreakingNewsEnglish.com/1411/141107-holiday-pay.html>

Role A – Health cover

You think health cover is the most important thing in a job. Tell the others three reasons why. Give three reasons why their things aren't so important. Also, tell the others which is the least important of these (and why): a good desk, a nice boss or chances for promotion.

Role B – A good desk

You think a good desk is the most important thing in a job. Tell the others three reasons why. Give three reasons why their things aren't so important. Also, tell the others which is the least important of these (and why): health cover, a nice boss or chances for promotion.

Role C – A nice boss

You think a nice boss is the most important thing in a job. Tell the others three reasons why. Give three reasons why their things aren't so important. Also, tell the others which is the least important of these (and why): a good desk, health cover or chances for promotion.

Role D – Chances for promotion

You think the chance for promotion is the most important thing in a job. Tell the others three reasons why. Give three reasons why their things aren't so important. Also, tell the others which is the least important of these (and why): a good desk, a nice boss or health cover.

AFTER READING / LISTENING

From <http://www.BreakingNewsEnglish.com/1411/141107-holiday-pay.html>

1. WORD SEARCH: Look in your dictionary / computer to find collocates, other meanings, information, synonyms ... for the words 'holiday' and 'pay'.

holiday	pay
----------------	------------

- Share your findings with your partners.
- Make questions using the words you found.
- Ask your partner / group your questions.

2. ARTICLE QUESTIONS: Look back at the article and write down some questions you would like to ask the class about the text.

- Share your questions with other classmates / groups.
- Ask your partner / group your questions.

3. GAP FILL: In pairs / groups, compare your answers to this exercise. Check your answers. Talk about the words from the activity. Were they new, interesting, worth learning...?

4. VOCABULARY: Circle any words you do not understand. In groups, pool unknown words and use dictionaries to find their meanings.

5. TEST EACH OTHER: Look at the words below. With your partner, try to recall how they were used in the text:

<ul style="list-style-type: none">• court• higher• wrong• tens• 1998• emergency	<ul style="list-style-type: none">• 15• change• impact• serious• short• full
--	---

HOLIDAY PAY SURVEY

From <http://www.BreakingNewsEnglish.com/1411/141107-holiday-pay.html>

Write five GOOD questions about holiday pay in the table. Do this in pairs. Each student must write the questions on his / her own paper. When you have finished, interview other students. Write down their answers.

	STUDENT 1 _____	STUDENT 2 _____	STUDENT 3 _____
Q.1.			
Q.2.			
Q.3.			
Q.4.			
Q.5.			

- Now return to your original partner and share and talk about what you found out. Change partners often.
- Make mini-presentations to other groups on your findings.

HOLIDAY PAY DISCUSSION

STUDENT A's QUESTIONS (Do not show these to student B)

- 1) What did you think when you read the headline?
- 2) What springs to mind when you hear the word 'overtime'?
- 3) What are working conditions like in your country?
- 4) What do you think of the new holiday pay rule in Britain?
- 5) How much holiday should workers get each year?
- 6) Should workers get longer holidays if they do overtime?
- 7) How important are holidays to you?
- 8) Should companies employ more workers instead of relying on overtime?
- 9) How much overtime would you do every week?
- 10) What should the rate of overtime pay be?

Overtime becomes part of holiday pay – 7th November, 2014
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HOLIDAY PAY DISCUSSION

STUDENT B's QUESTIONS (Do not show these to student A)

- 11) Did you like reading this article? Why/not?
- 12) Why does the British government dislike the new law?
- 13) Do you think this rule is unfair on companies?
- 14) Should the government help companies that get in financial trouble because of this law?
- 15) What could companies give workers instead of holiday pay?
- 16) What are the good and bad things about overtime?
- 17) What are workers' rights like in your country?
- 18) What are the good and bad things about labour unions?
- 19) Do companies pay workers too little?
- 20) What questions would you like to ask the tribunal judge?

DISCUSSION (Write your own questions)

STUDENT A's QUESTIONS (Do not show these to student B)

1. _____
2. _____
3. _____
4. _____
5. _____
6. _____

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DISCUSSION (Write your own questions)

STUDENT B's QUESTIONS (Do not show these to student A)

1. _____
2. _____
3. _____
4. _____
5. _____
6. _____

LANGUAGE - CLOZE

From <http://www.BreakingNewsEnglish.com/1411/141107-holiday-pay.html>

Companies in the UK (1) _____ a multibillion-dollar bill after a court ruled that overtime should be a (2) _____ in the calculation of holiday pay. This means the more overtime a worker does, the higher his or her holiday pay should be. An employment tribunal said it was wrong for companies (3) _____ to consider basic working hours when (4) _____ holiday pay. It ruled that thousands of companies must recalculate their holiday pay. Tens of thousands of workers can now make (5) _____ from their employers backdated to as long ago as 1998. The tribunal also stipulated that voluntary overtime and time spent being (6) _____ stand-by for emergency call-outs should be included when calculating holiday pay.

Over 15 per cent of British workers do overtime. The British government has said the new change (7) _____ employment law is unacceptable and "ludicrous". It said: "We do not believe voluntary overtime should be included in holiday pay and are concerned about the (8) _____ impact on employers." An organisation of British companies said the cost to businesses will be "unbearable" and may have (9) _____ implications for Britain's economy. A labour union was (10) _____ with the tribunal's announcement. It said: "This ruling not only secures justice for our members who were (11) _____-changed, but means employers have got to get their house in order." It said it would fight for workers to "receive their (12) _____ entitlement".

Put the correct words from the table below in the above article.

- | | | | | |
|-----|---------------|-----------------|-------------------|---------------|
| 1. | (a) skull | (b) face | (c) ear | (d) head |
| 2. | (a) factory | (b) factor | (c) fraction | (d) fractious |
| 3. | (a) adjust | (b) justly | (c) justice | (d) just |
| 4. | (a) reminding | (b) determining | (c) remonstrating | (d) ongoing |
| 5. | (a) calms | (b) claims | (c) clams | (d) climbs |
| 6. | (a) to | (b) for | (c) on | (d) from |
| 7. | (a) as | (b) at | (c) in | (d) by |
| 8. | (a) forecast | (b) likened | (c) potential | (d) possibly |
| 9. | (a) series | (b) seriousness | (c) cereal | (d) serious |
| 10. | (a) pleasant | (b) pleasure | (c) pleasing | (d) pleased |
| 11. | (a) short | (b) un | (c) so | (d) tall |
| 12. | (a) packed | (b) stuffed | (c) full | (d) bursting |

SPELLING

From <http://www.BreakingNewsEnglish.com/1411/141107-holiday-pay.html>

Paragraph 1

1. Companies in the UK face a niillumtobi-dollar
2. the lintcuaaclo of holiday pay
3. meinegrtdn holiday pay
4. kaddtaceb to as long ago as 1998
5. rauoyvInt overtime
6. meengyecr call-outs

Paragraph 2

7. unacceptable and liudrcsuo
8. the itepltona impact on employers
9. the cost to businesses will be "naauebelbr"
10. serious ainliscipmot
11. secures suiejtc for our members
12. receive their full emeeintttnl

PUT THE TEXT BACK TOGETHER

From <http://www.BreakingNewsEnglish.com/1411/141107-holiday-pay.html>

Number these lines in the correct order.

()	get their house in order." It said it would fight for workers to "receive their full entitlement".
()	Over 15 per cent of British workers do overtime. The British government has said the new
()	be a factor in the calculation of holiday pay. This means the more overtime a worker does, the higher
()	implications for Britain's economy. A labour union was pleased with the tribunal's announcement. It said: "This
()	to as long ago as 1998. The tribunal also stipulated that voluntary
()	change in employment law is unacceptable and "ludicrous". It said: "We do not believe voluntary overtime should
()	be included in holiday pay and are concerned about the potential impact on employers." An organisation
()	his or her holiday pay should be. An employment tribunal said it was wrong for companies just to consider basic
()	working hours when determining holiday pay. It ruled that thousands of companies must
()	ruling not only secures justice for our members who were short-changed, but means employers have got to
()	recalculate their holiday pay. Tens of thousands of workers can now make claims from their employers backdated
(1)	Companies in the UK face a multibillion-dollar bill after a court ruled that overtime should
()	of British companies said the cost to businesses will be "unbearable" and may have serious
()	overtime and time spent being on stand-by for emergency call-outs should be included when calculating holiday pay.

PUT THE WORDS IN THE RIGHT ORDER

From <http://www.BreakingNewsEnglish.com/1411/141107-holiday-pay.html>

1. dollar bill Companies in the UK face a multibillion - .

2. in factor a be should Overtime pay holiday of calculation the .

3. holiday companies pay must recalculate Thousands their of .

4. of workers make Tens of now thousands can claims .

5. on Time - for stand spent outs emergency - being call by .

6. of do Over cent workers per British overtime 15 .

7. We believe should not overtime included do voluntary be .

8. about Concerned employers on impact potential the .

9. implications serious have May economy Britain's for .

10. got their order have get in Employers to house .

CIRCLE THE CORRECT WORD (20 PAIRS)

From <http://www.BreakingNewsEnglish.com/1411/141107-holiday-pay.html>

Companies in the UK *face / head* a multibillion-dollar bill after a court ruled that overtime should be a *factor / fraction* in the calculation of holiday pay. This means the more overtime a worker *doing / does*, the higher his or her holiday pay *shouldn't / should* be. An employment tribunal said it was wrong for companies just to consider *basically / basic* working hours when *determining / determination* holiday pay. It ruled that thousands of companies must recalculate their holiday pay. Tens *for / of* thousands of workers can now make *claims / calms* from their employers backdated to as long ago as 1998. The tribunal also stipulated that *voluntary / volunteers* overtime and time spent being *on / in* stand-by for emergency call-outs should be included when calculating holiday pay.

Over 15 per cent of British workers *do / act* overtime. The British government has said the new change in employment *lawyers / law* is unacceptable and "ludicrous" / "luscious". It said: "We do not believe voluntary overtime should be *included / includes* in holiday pay and are concerned about the potential impact *on / by* employers." An organisation of British companies said the *cost / costly* to businesses will be "unbearable" and may have *series / serious* implications for Britain's economy. A labour union was *pleased / pleasing* with the tribunal's announcement. It said: "This ruling not *really / only* secures justice for our members who were short-changed, but means employers have got to get their house in order." It said it would fight for workers to "receive their full / fully entitlement".

Talk about the connection between each pair of words in italics, and why the correct word is correct.

INSERT THE VOWELS (a, e, i, o, u)

From <http://www.BreakingNewsEnglish.com/1411/141107-holiday-pay.html>

C_m_p_n__s _n th_ _K f_c_ _ m_l_t_b_ll__n-d_ll_r b_ll
_ft_r _c_rtr_l_d th_t _v_r_t_m_sh__ld b__ f_ct_r_n
th_c_lc_l_t__n _f h_l_d_y p_y. Th_s m__ns th_m_r_
_v_r_t_m_ _ w_rk_r d__s, th_h_g_h_r h_s _r h_r
h_l_d_y p_y sh__ld b_. _n _mpl_ym_nt tr_b_n_l_s__d
_t w_s wr_ng f_r c_m_p_n__s j_st t_c_ns_d_r b_s_c
w_rk_ng h__rs wh_n d_t_rm_n_ng h_l_d_y p_y. _t
r_l_d th_t th__s_nds _f c_m_p_n__s m_st r_c_lc_l_t_
th__r h_l_d_y p_y. T_ns _f th__s_nds _f w_rk_rs c_n
n_w m_k_ cl__ms fr_m th__r _mpl_y_rs b_ckd_t_d t_
_s_l_ng _g__s 1998. Th_tr_b_n_l_ls_ st_p_l_t_d th_t
v_l_nt_ry _v_r_t_m_ _nd t_m_ sp_nt b__ng _n st_nd-by
f_r _m_rg_ncy c_ll-__ts sh__ld b__ _ncl_d_d wh_n
c_lc_l_t_ng h_l_d_y p_y.

_v_r 15 p_r c_nt _f Br_t_sh w_rk_rs d__ _v_r_t_m_. Th_
Br_t_sh g_v_rnm_nt h_s s__d th_n_w ch_ng__ _n
_mpl_ym_nt l_w _s _n_cc_pt bl__ _nd "l_d_cr__s". _t
s__d: "W_d_n_t b_l__v_v_l_nt_ry _v_r_t_m_ sh__ld
b__ _ncl_d_d _n h_l_d_y p_y _nd _r_c_nc_rn_d _b__t
th_p_t_nt__l _mp_ct _n _mpl_y_rs." _n _rg_n_s_t__n
_f Br_t_sh c_m_p_n__s s__d th_c_st_t_b_s_n_ss_s_w_ll
b__ "nb__r bl__" _nd m_y h_v_s_r__s _mpl_c_t__ns
f_r Br_t__n's _c_n_my. _l_b__r _n__n w_s pl__s_d
w_th th_tr_b_n_l's _nn__nc_m_nt. _t s__d: "Th_s
r_l_ng n_t _nly s_c_r_s j_st c_f_r __r m_mb_rs wh_
w_r_sh_rt-ch_ng_d, b_t m__ns _mpl_y_rs h_v_g_t t_
g_t th__r h__s _n _rd_r." _t s__d _t_w__ld f_ght f_r
w_rk_rs t__ "r_c__v__th__r f_ll__nt_tl_m_nt".

PUNCTUATE THE TEXT AND ADD CAPITALS

From <http://www.BreakingNewsEnglish.com/1411/141107-holiday-pay.html>

companies in the uk face a multibillion-dollar bill after a court ruled that overtime should be a factor in the calculation of holiday pay this means the more overtime a worker does the higher his or her holiday pay should be an employment tribunal said it was wrong for companies just to consider basic working hours when determining holiday pay it ruled that thousands of companies must recalculate their holiday pay tens of thousands of workers can now make claims from their employers backdated to as long ago as 1998 the tribunal also stipulated that voluntary overtime and time spent being on stand-by for emergency call-outs should be included when calculating holiday pay

over 15 per cent of british workers do overtime the british government has said the new change in employment law is unacceptable and "ludicrous" it said "we do not believe voluntary overtime should be included in holiday pay and are concerned about the potential impact on employers" an organisation of british companies said the cost to businesses will be "unbearable" and may have serious implications for britain's economy a labour union was pleased with the tribunal's announcement it said "this ruling not only secures justice for our members who were short-changed but means employers have got to get their house in order" it said it would fight for workers to "receive their full entitlement"

PUT A SLASH (/) WHERE THE SPACES ARE

From <http://www.BreakingNewsEnglish.com/1411/141107-holiday-pay.html>

Companies in the UK face a multi-billion-dollar bill after a court ruled that overtime should be a factor in the calculation of holiday pay. This means that the more overtime a worker does, the higher his or her holiday pay should be. An employment tribunal said it was wrong for companies just to consider basic working hours when determining holiday pay. It ruled that thousands of companies must recalculate their holiday pay. Tens of thousands of workers can now make claims from their employers backdated to as long ago as 1998. The tribunal also stipulated that voluntary overtime and time spent being on stand-by for emergency call-outs should be included when calculating holiday pay. Over 15 percent of British workers do overtime. The British government has said the new change in employment law is unacceptable and "ludicrous". It said: "We do not believe voluntary overtime should be included in holiday pay and are concerned about the potential impact on employers." An organisation of British companies said the cost to businesses will be "unbearable" and may have serious implications for Britain's economy. A labour union was pleased with the tribunal's announcement. It said: "This ruling not only secures justice for our members who were short-changed, but means employers have got to get their house in order." It said it would fight for workers to "receive their full entitlement".

HOMework

1. VOCABULARY EXTENSION: Choose several of the words from the text. Use a dictionary or Google's search field (or another search engine) to build up more associations / collocations of each word.

2. INTERNET: Search the Internet and find out more about holiday pay. Share what you discover with your partner(s) in the next lesson.

3. HOLIDAY PAY: Make a poster about holiday pay. Show your work to your classmates in the next lesson. Did you all have similar things?

4. OVERTIME: Write a magazine article about overtime. Include imaginary interviews with people who are for and against it.

Read what you wrote to your classmates in the next lesson. Write down any new words and expressions you hear from your partner(s).

5. WHAT HAPPENED NEXT? Write a newspaper article about the next stage in this news story. Read what you wrote to your classmates in the next lesson. Give each other feedback on your articles.

6. LETTER: Write a letter to an employment expert. Ask him/her three questions about holiday pay. Give him/her three of your ideas on how to make the system better. Read your letter to your partner(s) in your next lesson. Your partner(s) will answer your questions.

ANSWERS

TRUE / FALSE (p.4)

a T b T c T d F e F f T g F h F

SYNONYM MATCH (p.4)

- | | |
|------------------|----------------|
| 1. ruled | a. decided |
| 2. consider | b. think of |
| 3. claims | c. requests |
| 4. stipulated | d. specified |
| 5. calculating | e. working out |
| 6. ludicrous | f. ridiculous |
| 7. cost | g. harm |
| 8. impact | h. effect |
| 9. short-changed | i. cheated |
| 10. entitlement | j. right |

COMPREHENSION QUESTIONS (p.8)

1. A multibillion-dollar bill
2. Just basic working hours
3. Thousands
4. 1998
5. Stand-by for emergency call-outs
6. 15
7. Britain's government
8. Britain's economy
9. A labour union
10. Their house

MULTIPLE CHOICE - QUIZ (p.9)

1. d 2. b 3. c 4. a 5. c 6. b 7. d 8. a 9. c 10. b

ALL OTHER EXERCISES

Please check for yourself by looking at the Article on page 2.
(It's good for your English ;-)