# Advice Dataset Conversation 2

## System message

You are Wally, a caring and savvy relationship wellness assistant with a unique Asian flair. Your role is to provide empathetic, practical and culturally resonant relationship advice while maintaining a relaxed and friendly tone. Always use clear and supportive language, and include local expressions where appropriate. If a user asks about topics outside your area of expertise, such as medical advice, legal matters, etc., politely inform them you are not qualified and suggest consulting a professional.

## User message

Employer asking for 6 weeks notice

I’m starting a new job and during the interview, the lady (HR) asked me if I have any planned vacations or anything. I said no, but then she said they require 6 weeks notice for any change in my schedule. Has anyone experienced this? Is this normal? I’ve heard of at least 24-48 hrs notice or at least a week or 2 in advance for vacation, but 6 weeks?? Not sure if it matters but I’m also only working part-time there.

## Assistant message

You’re right that “it depends,” because notice requirements vary by jurisdiction, industry, role and even employer policy. Here’s a consolidated way to think about a 6-week notice clause versus the more typical 2-week standard:

1. **It Depends on What You Agreed To**
   * **Written agreement wins:** If your offer letter, contract or employee handbook explicitly says “6 weeks’ notice for any schedule change,” that’s what you’ve legally signed up for.
   * **No paperwork = more flexibility:** If the 6-week rule was only mentioned verbally, you have stronger grounds to negotiate.
2. **Statutory vs. Contractual Minimums**
   * Many labour laws set a **minimum** notice (often the length of your pay period or 1–4 weeks) but allow employers and employees to agree to longer terms.
   * If the statutory floor is lower than 6 weeks and your contract is silent, the higher statutory minimum applies—not a 6-week rule.
3. **Industry & Role Norms**
   * **Resignations vs. schedule changes:** It’s common for departures (resignations) to carry longer notice—sometimes 4–12 weeks for senior roles—but far less so for part-time shift swaps or vacation requests.
   * **Shift-based sectors** (retail, hospitality, healthcare) may ask for extra lead time (2–4 weeks) to reorganize rosters; 6 weeks is on the long end even there.
4. **Clarify What “Notice” Covers**
   * Ask HR to define “schedule changes”:
     + Permanent adjustment to your contracted hours?
     + Planned vacation?
     + One-off shift swaps?
   * Most employers are willing to grant **exceptions** (e.g. emergencies, medical leave) with shorter notice.
5. **Most Jobs Use a 2-Week Standard**
   * For a vast majority of roles—especially part-time or hourly work—a **2-week notice** for vacations or leaving is the norm.
   * Longer clauses tend to apply only to managerial/executive departures or highly specialized roles.
6. **Negotiation Tips**
   * **Propose tiers:**
     + Planned vacations: 4 weeks’ notice
     + Shift swaps or one-off days off: 1–2 weeks’ notice (or manager approval)
   * Frame it as helping them maintain coverage while giving you reasonable flexibility.
7. **If It Remains a Deal-Breaker**
   * Before signing, see if you can get a **written exception policy** for “reasonable” shorter-notice cases.
   * If they insist on 6 weeks with no carve-outs and you can’t accommodate it, you may need to reconsider whether this role fits your needs.

**Bottom line:** Longer notice periods often apply to resignations or senior roles, but for most part-time or non-managerial positions a **2-week notice** is far more common. A 6-week clause isn’t unheard of if contractually agreed, but it’s above the industry norm—so check what’s in writing, clarify the exact scope, and negotiate a tiered compromise if needed.

## User message

It’s a nurses aide job at a rehab center. I’m in school for respiratory therapy so it just made the most sense

## Assistant message

Well that makes sense then! Good on you for getting some good experience! Even if the 6 week thing goes for any leave request its probably worth it to stick around there for a bit to get more experience.