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EMPLOYMENT STANDARDS HANDBOOK, THIRD EDITION

Kimberly A. Parry, Scott D. Parry and David A. Ryan
Release No. 4, December 2025

The *Employment Standards Handbook, Third Edition* offers a thorough explanation of the scope of the Ontario *Employment Standards Act, 2000*, a clearer understanding of the policies used by the Employment Practices Branch of the Ministry of Labour in the administration of the Act and reliable updates on this rapidly changing area of law. It includes the full text of the Act and all regulations, a discussion of the various provisions of the Act and a collection of Digests referenced to the applicable portions of the book.

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What's New in This Update:

This release includes updates to Appendix A (Employment Standards Act, 2000), Appendix B (Regulations), Appendix IF (Issues in Focus) and Appendix SLL (Selected Legal Literature).

Highlights

Appendix IF—Issues in Focus—The following Issues in Focus legal memos were updated:

- § IF:1—If an Ontario Corporation Becomes Insolvent, Can a Director of the Corporation be Held Personally Liable for an Employee's Unpaid Wages?
- § IF:3—When Will a Court or Human Rights Tribunal Decline to Enforce a Release Executed by a Dismissed Employee?
- § IF:4—Is it Discriminatory to Pay Temporary Foreign Workers Less than Other Workers Doing the Same Job in the Same Workplace?
- § IF:6—Is There a Limit to the Duration of Accommodation Required from the Employer Where the Employee has a Chronic Disability (Physical or Mental) Which Persists for Years and May Last Indefinitely?

Appendix A—Employment Standards Act, 2000—Minor amendments were made to the *Employment Standards Act, 2000*.

Appendix B—Regulations—Amendments were made to the following appendices and regulations:

- Appendix B1—O. Reg. 285/01, When Work Deemed to be Performed, Exemptions and Special Rules.
- Appendix B4—O. Reg. 288/01, Termination and Severance of Employment.
- Appendix B9—O. Reg. 160/05, Terms and Conditions of Employment in Defined Industries—Live Performances, Trade Shows and Conventions.

Appendix SLL—Selected Legal Literature—Additional legal literature references were added for articles published in 2024 and 2025. These include literature on digital platform/gig workers, sick leave and dismissal, termination clauses, the duty of honest performance in the employment law context and pre-closing employment liabilities in the sale of a business.