

Publisher’s Note

An Update has Arrived in Your Library for:

Please circulate this notice to anyone in your office who may be interested in this publication. <i>Distribution List</i>
<input type="checkbox"/>
<input type="checkbox"/>
<input type="checkbox"/>
<input type="checkbox"/>

<p>EMPLOYMENT STANDARDS HANDBOOK, THIRD EDITION</p> <p>Kimberly A. Parry, Scott D. Parry and David A. Ryan</p> <p>Release No. 4, December 2024</p>

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.

THOMSON REUTERS ®	Customer Support
	1-416-609-3800 (Toronto & International)
	1-800-387-5164 (Toll Free Canada & U.S.)
	E-mail CustomerSupport.LegalTaxCanada@TR.com

This publisher’s note may be scanned electronically and photocopied for the purpose of circulating copies within your organization.

What's New in This Update:

This release includes updates and additions to legislation in Appendix A (Employment Standards Act, 2000) and Appendix B1 (O. Reg. 285/01, When Work Deemed to be Performed, Exemptions and Special Rules). It includes a new regulation in a new Appendix B20 (Licensing - Temporary Help Agencies and Recruiters, O. Reg 99/23). The release also includes an update to an Issues in Focus legal memo (Appendix IF), some new Words and Phrases entries (Appendix WP) and more recent additions to Selected Legal Literature (Appendix SLL).

Highlights

LICENSING – TEMPORARY HELP AGENCIES AND RECRUITERS, O. REG. 99/23 – This regulation introduces a new licensing regime for temporary help agencies and other recruiters. Subsequent changes to this Regulation include a requirement to provide a \$25,000 line of credit or a bond of an insurer as a requirement for licensing. Other legislation was also updated, including the *Employment Standards Act, 2000* itself and O. Reg. 285/01, When Work Deemed to be Performed, Exemptions and Special Rules.

WORDS AND PHRASES – New Words and Phrases entries were added for Actual Notice of Termination of Employment, Bereavement Leave, Fixed-Term Contract, Indefinite Hiring, Leave of Absence, Overtime Pay, Payment in Lieu of Giving Notice, Recall, Severance Pay, Statutory Holiday, Termination of Probationary Employee, Tips or Gratuities, Vacation Pay Entitlement, and Voluntary Termination.

ISSUES IN FOCUS – IF:8, “What reasonable expectation of privacy do employees have in their workplace computers and devices?” was updated.

SELECTED LEGAL LITERATURE – References to articles published in 2022, 2023 and 2024 (year to date) were added.