# **Summary of Contents**

# Volume 1

## PART I. GENERAL INTRODUCTION

Chapter 1. Overview

## PART II. WRONGFUL DISMISSAL

Chapter 2. Introduction

Chapter 3. The Contract of Employment

Chapter 4. Just Cause for Dismissal

Chapter 5. Constructive Dismissal

## Volume 2

## PART II. WRONGFUL DISMISSAL (CONTINUED)

Chapter 6. Damages

Chapter 7. Tort Liability

Chapter 8. Statutory Obligations Respecting Termination Payments

Chapter 9. Employee Obligations and Liability to Employer

# Volume 3

#### PART III. THE HUMAN RIGHTS CODE (ONTARIO)

Chapter 10. Introduction

Chapter 11. The Nature and Significance of Human Rights

Legislation

Chapter 12. Discrimination

Chapter 13. Prohibited Grounds of Discrimination

Appendix 13A. Selected Ontario Human Rights Commission Policies

# Volume 4

# PART III. THE HUMAN RIGHTS CODE (ONTARIO) (CONTINUED)

Chapter 14. Exceptions from the Prohibition Against

#### Discrimination

Chapter 15.	Harassment in th	e Workplace on	Prohibited	Grounds

Chapter 16. Sexual Harassment and Solicitation

Chapter 17. Discrimination by a Vocational Association

Chapter 18. Discrimination in Employment Advertising,

Applications and Interviews

Appendix 18A. Ontario Human Rights Commission Policy on Removing the "Canadian Experience" Barrier

Chapter 19. The Complaint Process and Enforcement of the Code

Chapter 20. Remedies

## PART IV. THE EMPLOYMENT STANDARDS ACT, 2000

Chapter 21. Introduction

Chapter 22. General Provisions

Chapter 23. Leaves of Absence

Chapter 24. Termination of Employment

Chapter 25. Reprisals

Chapter 26. Administration and Enforcement

# PART V. PRIVACY AND PROTECTION OF PERSONAL INFORMATION

Chapter 27. Privacy and Protection of Personal Information

#### PART VI. PRACTICAL ADVICE

Chapter 28. Introduction

Chapter 29. Employment Contracts

Chapter 30. Pre-Hiring

Chapter 31. During the Period of Employment

Appendix 31A. A Policy Primer: Guide to Developing Human Rights Policies and Procedures

Chapter 32. Termination

Chapter 33. Litigation

Chapter 34. Human Rights Tribunal of Ontario

# Volume 5

#### **Appendices**

### Appendix A. Employment Standards Act and Regs.

Appendix A1. Employment Standards Act, 2000

#### SUMMARY OF CONTENTS

DOMINANT OF CONT	21/10			
Appendix A2.	Regulation 286/01			
Appendix A3.	Regulation 287/01			
Appendix A4.	Regulation 285/01			
Appendix A5.	Regulation 289/01			
Appendix A6.	Regulation 288/01			
Appendix A7.	Regulation 125/16			
Appendix A8.	Regulation 535/17			
Appendix A9.	Regulation 228/20			
Appendix A10.	Regulation 637/21			
Appendix A11.	Employment Protection for Foreign Nationals Act, 2009			
Appendix B.	Human Rights Code			
Appendix B1.	OHRC Policy Statements			
Appendix C. O	ther Legislation—Provincial			
Appendix C1.	Building Opportunities in the Skilled Trades Act, 2021			
Appendix C2. Ontario Labour Mobility Act, 2009				
Appendix C3.	Digital Platform Workers' Rights Act, 2022 [Not in force as of the date of publication]			
Appendix D. O	ther Legislation—Federal			
Appendix D1.	Income Tax Act			
Appendix D2.	Employment Insurance Act			
Appendix E. OLRB—Rules of Procedure				
Appendix E1.	Rules of Procedure of the Ontario Labour Relations Board			
Appendix E2.	Form A-103: Employment Standards Act, 2000— Application for Review			
Appendix E2.50	Overpayment Recovery			
Appendix E3.	Form A-104: Application under Sections 112 or 120 of the ESA or Sections 23 or 29(6) of the EPFNA to Void Settlement as a Result of Fraud or Coercion			
Appendix E4.	Form A-114: Employment Protection for Foreign Nationals Act, 2009—Application for Review			
Appendix E5.	Form A-115: Application Under Sections 101.1(4) of the ESA to Void Settlement as a Result of Fraud or Coercion			
Appendix E6.	Procedural Guide to Filing Applications to Review under Sections 116 or 122 of the Employment Standards Act, 2000			

#### EMPLOYMENT LAW MANUAL

Appendix E7. Ontario Labour Relations Board Information Bulletin

No. 24

Appendix E7.50. Ontario Labour Relations Board Information Bulletin

No. 24A

Appendix E8. Employment Standards Claim Form

Appendix RA. Related Articles

Appendix SLL. Selected Legal Literature
Appendix TC. Tables of Concordance
Appendix WPJ. Words and Phrases

Appendix WPL. Legislatively Defined Terms

**Table of Added Cases** 

**Table of Cases** 

Index