

Table of Contents

CHAPTER 1. RIGHTS AND RESPONSIBILITIES UNDER THE *EMPLOYMENT STANDARDS ACT, 2000*

§ 1:1	Introduction
§ 1:2	Fundamental Provisions of the <i>ESA, 2000</i>
§ 1:3	—No Contracting Out
§ 1:4	—Greater Right or Benefit
§ 1:5	—Who is Covered by the <i>ESA, 2000</i> ?
§ 1:6	—Agreements to Vary From Certain Employment Standards
§ 1:7	Changing Workplaces and the <i>ESA, 2000</i>
§ 1:8	—Contractors
§ 1:9	—Business Consultants and IT Consultants
§ 1:10	—Digital Platform Workers
§ 1:11	—Considerations for Hybrid and Remote Workplaces
§ 1:12	—Prohibition on Non-Compete Agreements
§ 1:13	Protection of Payments to Employees
§ 1:14	—Payroll Administration
§ 1:15	—Protection of Tips
§ 1:16	—Statement of Wages
§ 1:17	—Statement of Wages on Termination
§ 1:18	—Deductions from Wages
§ 1:19	—Priority of Claims
§ 1:20	Record Keeping
§ 1:21	Information Concerning Rights and Obligations
§ 1:22	Sale of Business and Continuity of Employment
§ 1:23	Associated or Related Businesses
§ 1:24	Equal Pay for Equal Work
§ 1:25	Benefit Plans
§ 1:26	Special Rules for Retail Business Establishments
§ 1:27	Retail Business Establishments—Right to Refuse Work on a Public Holiday
§ 1:28	—Special Sunday Work Rules: Employees Hired Before September 4, 2001
§ 1:29	—Special Sunday Work Rules: Employees Hired After September 4, 2001
§ 1:30	Mandatory Written Policies

ONTARIO EMPLOYMENT STANDARDS ACT: QUICK REFERENCE 2024

- § 1:31 —Disconnecting From Work
- § 1:32 —Electronic Monitoring of Employees
- § 1:33 Scheduling and Overtime
- § 1:34 Hours of Work
- § 1:35 Scheduling and the “three-hour rule”
- § 1:36 Overtime
- § 1:37 —Overtime Averaging
- § 1:38 —Time Off in Lieu of Overtime Pay
- § 1:39 Meal Breaks and Rest Periods
- § 1:40 Special Rules and Notable Exemptions
- § 1:41 —Supervisory/Managerial Employees
- § 1:42 —Business Consultants and IT Consultants
- § 1:43 —Information Technology Professionals
- § 1:44 —Dual Role Employees
- § 1:45 —Commissioned Salespersons
- § 1:46 —Volunteers
- § 1:47 —Trainees/Students/Interns
- § 1:48 Emergency Situations
- § 1:49 Minimum Wage
- § 1:50 Calculating Hours of Work, Overtime and
Minimum Wage: Special Considerations
- § 1:51 —Room and Board (meal) Allowances
- § 1:52 —Work Deemed to be Performed
- § 1:53 —Travel Time
- § 1:54 —Training Time
- § 1:55 Leaves of Absence
- § 1:56 —Pregnancy Leave
- § 1:57 —Parental Leave
- § 1:58 —Sick Leave
- § 1:59 —Family Responsibility Leave
- § 1:60 —Bereavement Leave
- § 1:61 —Family Medical Leave
- § 1:62 —Reservist Leave
- § 1:63 —Organ Donor Leave
- § 1:64 —Family Caregiver Leave
- § 1:65 —Critical Illness Leave
- § 1:66 —Domestic or Sexual Violence Leave
- § 1:67 —Child Death Leave and Crime-Related Child
Disappearance Leave
- § 1:68 —Emergency Leave for Declared Emergencies and
Infectious Disease Emergencies
- § 1:69 Rights During A Protected Leave of Absence

TABLE OF CONTENTS

§ 1:70	Interaction Between Leave and Vacation Entitlements
§ 1:71	Interaction Between Leave and Public Holiday Entitlements
§ 1:72	Interaction Between Leave and Attendance Bonus Entitlements
§ 1:73	Interaction Between Leave and Attendance Management Programs
§ 1:74	Public Holidays
§ 1:75	—Qualifying Conditions
§ 1:76	—Public Holiday Falls on a Regular Working Day
§ 1:77	—Public Holiday Falls on a Non-Working Day
§ 1:78	—Calculation of Public Holiday Pay
§ 1:79	—Public Holiday Falls During an Employee’s Vacation
§ 1:80	—Public Holiday Falls During Employee’s Leave of Absence or Lay-Off
§ 1:81	Vacation—Vacation Entitlement Periods
§ 1:82	—Vacation With Pay
§ 1:83	—When Vacation Shall Be Taken
§ 1:84	—Length of Vacation Periods
§ 1:85	—Timing and Manner of Providing Vacation Pay
§ 1:86	—Vacation Records
§ 1:87	—Provision of Vacation Statements to Employees
§ 1:88	Temporary Lay-Offs
§ 1:89	Termination and Severance of Employment— Termination
§ 1:90	—Termination and Bonus Payments
§ 1:91	—Postponing the Termination Date After Providing Notice
§ 1:92	—Mass Termination
§ 1:93	—Termination Pay Exemptions
§ 1:94	—Severance Pay
§ 1:95	—“Wilful misconduct, disobedience, or wilful neglect of duty that is not trivial and has not been condoned by the employer”
§ 1:96	—Constructive Dismissal
§ 1:97	—Quit Versus Fired
§ 1:98	—Timing of Payments Due on Termination/Severance
§ 1:99	Building Services Providers
§ 1:100	Temporary Help Agencies
§ 1:101	Notice Entitlements Where Assignments are Cut Short

ONTARIO EMPLOYMENT STANDARDS ACT: QUICK REFERENCE 2024

- § 1:102 Prohibited Conduct by Temporary Help Agencies
- § 1:103 Information Required to Be Provided to
Assignment Employees
- § 1:104 Licensing Requirements for Temporary Help
Agencies and Recruiters
- § 1:105 Employee Discounts
- § 1:106 Dress Codes and Personal Protective Equipment
- § 1:107 Enforcement—Complaint Procedure
- § 1:108 —Order to Pay Wages
- § 1:109 —Order for Compensation or Reinstatement
- § 1:110 —Third Party Demands
- § 1:111 —Compliance Orders
- § 1:112 —Notice of Contravention
- § 1:113 —Ticketing
- § 1:114 —Security, Warrants and Liens
- § 1:115 —Employer Recognition
- § 1:116 Liability of Directors
- § 1:117 Limitations on Recovery—Time Limits
- § 1:118 —Monetary Limits
- § 1:119 —Concurrent Proceedings
- § 1:120 Settlements
- § 1:121 Application for Review
- § 1:122 Offences and Penalties
- § 1:123 Reprisals
- § 1:124 —Enforcement by Employment Standards Officer
- § 1:125 —Remedies and Penalties Upon Conviction
- § 1:126 —Additional Penalties for Failure to Comply with
Court Order
- § 1:127 Conclusion

APPENDICES

Appendix A. *Employment Standards Act, 2000*

Appendix B. Regulations

Table of Cases

Index