

## Index

- ACCEPTANCE**  
Generally, **App. WP**
- ACTING IN THE COURSE OF EMPLOYMENT**  
Generally, **App. WP**
- ACTION**  
Generally, **App. WP**
- ACTIVE AND ACTUAL EMPLOYMENT**  
Generally, **App. WP**
- AGENTS**  
Generally, **E.S.A. s. 7**
- AMBULANCE SERVICES**  
Eating periods, **O. Reg. 491/06 s. 5**  
Free hours, **O. Reg. 491/06 s. 4**
- APPLICATION OF ACT**  
Generally, **E.S.A. s. 3**  
Crown bound, **E.S.A. s. 3.1, O. Reg. 285/01 s. 2.1**
- ASSOCIATED OR RELATED EMPLOYER**  
Generally, **App. WP**
- AUTOMOBILE MANUFACTURING**  
Free hours, **O. Reg. 502/06 s. 3**
- AUTOMOBILE SALES**  
Generally, **O. Reg. 285/01 generally**
- BAD FAITH**  
Generally, **App. WP**
- BANKRUPTCY**  
Pension plan amounts, security for unpaid, **B.I.A. s. 81.5**
- BANKRUPTCY—Cont'd**  
Wages et al, security for unpaid, **B.I.A. s. 81.3**
- BENEFIT**  
Generally, **App. WP**
- BENEFIT PLANS**  
Generally, **E.S.A. ss. 43 to 44**
- BLUE-PENCIL SEVERANCE**  
Generally, **App. WP**
- BOUND BY**  
Generally, **App. WP**
- BUILDING SERVICE PROVIDER**  
Generally, **App. WP**
- BUILDING SERVICES**  
Employee information, **O. Reg. 287/01 s. 3**  
Prescribed, **O. Reg. 287/01 s. 1**  
Provider new, **E.S.A. ss. 10, 75 to 78**
- BUSINESS CONSULTANT**  
Application of Act to, **E.S.A. s. 3(5), 3(7), 3(8)**  
Definition, **E.S.A. s. 1(1)**
- CASUAL EMPLOYEE**  
Generally, **App. WP**
- CAUSE**  
Generally, **App. WP**
- CHILD**  
Generally, **App. WP**
- CIVIL PROCEEDINGS**  
Generally, **E.S.A. s. 8**

ANNOTATED ONTARIO EMPLOYMENT STANDARDS ACT

**COLLATERAL CONTRACT**

Generally, **App. WP**

**COLLECTIONS**

Generally, **E.S.A. ss. 125 to 129**

Collectors, **E.S.A. s. 127**

Lien, **E.S.A. s. 125.3**

Reciprocal enforcement, **E.S.A. s. 130**

Security for amounts owing, **E.S.A. s. 125.1**

Settlement, **E.S.A. s. 129**

Third party demand, **E.S.A. s. 125**

Warrant, **E.S.A. s. 125.2**

**COMPENSATION**

Generally, **App. WP**

**COMPLAINTS**

Generally, **E.S.A. s. 96**

Arbitration, **E.S.A. s. 100**

Civil proceedings prohibition,  
**E.S.A. s. 97**

Compensation, **E.S.A. s. 104**

Compliance order, **E.S.A. s. 108**

Contravention, notices of, **E.S.A. s. 113**

Enforcement by employment standards officer, **E.S.A. s. 102**

Enforcement under collective agreement, **E.S.A. s. 99**

Limitation period, **E.S.A. s. 114**

Orders, **E.S.A. s. 103**

Reinstatement, **E.S.A. s. 104**

Settlements, **E.S.A. s. 112**

Time limit, **E.S.A. s. 111**

**CONDONATION**

Generally, **App. WP**

**CONFLICT OF INTEREST**

Generally, **App. WP**

**CONSENSUS AD IDEM**

Generally, **App F**

**CONSIDERATION CONTRACT**

**LAW**

Generally, **App F**

**CONSTRUCTION EMPLOYEE**

Generally, **App. WP**

**CONSTRUCTIVE DISMISSAL**

Generally, **App. WP**

**CONTRAVENTIONS, NOTICES OF**

Generally, **E.S.A. s. 113**

Limitation periods, **E.S.A. s. 114**

Review, **E.S.A. s. 122**

**CONVENTIONS**

Free hours, **O. Reg. 160/05 s. 4**

**DEEMED**

Generally, **App. WP**

**DEFRAUD**

Generally, **App. WP**

**DEPENDENT CONTRACTOR**

Generally, **App. WP**

**DIRECTLY RELATED**

Generally, **App. WP**

**DIRECTORS, LIABILITY OF**

Generally, **E.S.A. ss. 79 to 83**

**DIRECT WAGE LOSS DAMAGES**

Generally, **App. WP**

**DISABILITY BENEFIT PLANS**

Differentiation, permitted, **O. Reg. 286/01 s. 8**

**DISMISSAL**

Generally, **App. WP**

**DISMISSED**

Generally, **App. WP**

**DOMESTIC WORKERS**

Generally, **O. Reg. 285/01 s. 19**

**EBITDA**

Generally, **App. WP**

**ELECTRONIC MONITORING**Written policy, **E.S.A. s. 41.1.1****EMPLOYEE**Generally, **App. WP**Temporary help agencies and  
recruiters, **E.S.A. s. 114(6),  
115.1, 115(1.1), O. Reg. 99/23**Training includes trial periods,  
**E.S.A. s. 1(2.1)****EMPLOYEES, PRESCRIBED**Generally, **O. Reg. 287/01 s. 2****EMPLOYER**Separate persons, **E.S.A. s. 4**Temporary help agencies and  
recruiters, **E.S.A. s. 114(6),  
115(1.1), O. Reg. 99/23**Training includes trial periods,  
**E.S.A. s. 1(2.1)****EMPLOYMENT, LENGTH OF**Generally, **E.S.A. s. 52****EMPLOYMENT PERIOD**Generally, **O. Reg. 288/01 s. 8****EMPLOYMENT RELATIONSHIP**Generally, **App. WP****EMPLOYMENT STANDARDS**Generally, **E.S.A. s. 5**Employees, prohibition on treating  
as if not, **E.S.A. s. 5.1****ENFORCEMENT**Generally, **E.S.A. ss. 84 to 95**Director, powers and duties, **E.S.A.  
s. 88**Employment standards officers,  
**E.S.A. ss. 86, 89, 91, 91.1**Reciprocal enforcement, **E.S.A. s.  
130, O. Reg. 289/01 s. 2**Temporary help agencies and  
recruiters, **E.S.A. s. 74.13 to  
74.19**Warrant, **E.S.A. s. 92****EQUAL PAY**Generally, **E.S.A. s. 42**Interpretation, **E.S.A. s. 41.2****EVIDENTIARY PROVISIONS**Generally, **E.S.A. s. 140****EXECUTIVE OFFICERS**Generally, **App. WP****EXEMPTIONS**Deductions, **O. Reg. 285/01 s. 3.1**Eating periods, **O. Reg. 285/01 s. 4**Exemptions from Act, **O. Reg.  
285/01 s. 2**Exemptions from Part VII.1 of Act,  
**O. Reg. 285/01 s. 4.1**Existing arrangements, **O. Reg.  
285/01 s. 32.1**Hours of work, **O. Reg. 285/01 s. 4**Minimum wage, **O. Reg. 285/01 s.  
7**Overtime pay, **O. Reg. 285/01 ss. 8,  
13 to 18**Public holidays, **O. Reg. 285/01 s. 9**Retail business establishments, **O.  
Reg. 285/01 s. 10**Shiftwork, **O. Reg. 285/01 s. 32****FARM**Generally, **App. WP****FIDUCIARY RELATIONSHIP**Generally, **App. WP****FOREIGN NATIONALS**Collective Agreements, **E.P.F.N.A.  
s. 32**Complaints, **E.P.F.N.A. ss. 20 to 22**Definition, **E.S.A. s. 1(1)**

Directors

Liability, **E.P.F.N.A. ss. 17 to 19,  
46**Powers, **E.P.F.N.A. s. 33**Employment Standards Officers,  
**E.P.F.N.A. ss. 34 to 38**

**FOREIGN NATIONALS—Cont'd**

- Notice of Contravention,  
**E.P.F.N.A. ss. 27 to 28**
- OLRB review, **E.P.F.N.A. s. 30**
- Offences, **E.P.F.N.A. s. 41**
- Orders, **E.P.F.N.A. ss. 24 to 26, 44, 45**
- OLRB review, **E.P.F.N.A. s. 29**
- Protective Measures, **E.P.F.N.A. ss. 7 to 13**
- Records, **E.P.F.N.A. ss. 14 to 16**

**FRAUD**

- Generally, **App. WP**

**FRINGE BENEFIT**

- Generally, **App. WP**

**FRUIT AND VEGETABLE  
HARVESTERS**

- Generally, **O. Reg. 285/01 ss. 24 to 27**

**FRUIT AND VEGETABLE  
PROCESSING**

- Generally, **O. Reg. 285/01 s. 15**

**FRUSTRATION**

- Generally, **App. WP**
- Non-application to temporary help agencies and recruiters in certain circumstances, **O. Reg. 288/01 s. 2(4), 9(3)**

**FULL-TIME EMPLOYEE**

- Generally, **App. WP**

**FUNCTUS OFFICIO**

- Generally, **App. WP**

**FUNDAMENTAL BREACH**

- Generally, **App. WP**

**GRATUITIES**

- Generally, **E.S.A. ss. 14.2 to 14.5, O. Reg. 125/16, generally**

**GREATER RIGHT OR BENEFIT**

- Generally, **App. WP**

**HEALTH BENEFIT PLANS**

- Differentiation, permitted, **O. Reg. 286/01 s. 9**

**HIGHWAY TRANSPORT**

- Generally, **O. Reg. 285/01 s. 18**

**HOCKEY,**

**JUNIOR—NON-APPLICATION  
OF ACT**

- Generally, **O. Reg. 477/18 s. 1**

**HOLIDAY PAY**

- Generally, **App. WP**

**HOMEMAKERS**

- Generally, **O. Reg. 285/01 s. 11**

**HOMEWORKERS**

- Generally, **O. Reg. 285/01 s. 12**

**HOTELS**

- Generally, **O. Reg. 285/01 s. 14**

**HOURS OF WORK**

- Generally, **E.S.A. s. 17**
- Eating periods, **E.S.A. s. 20**
- Free hours, **E.S.A. s. 18**

**INFECTIOUS DISEASE**

**EMERGENCY LEAVE**

- Application of regulation, **O. Reg. 228/20 s. 1**
- Assignment employees, **O. Reg. 228/20 s. 10**
- Complaints, **O. Reg. 228/20 s. 8**
- Constructive dismissal and, **O. Reg. 228/20 s. 7**
- Deemed, **O. Reg. 66/20 s. 2, O. Reg. 228/20 s. 4**
- Diseases, designation of, **O. Reg. 66/20 s. 1, O. Reg. 228/20 s. 2**
- Entitlement to, **O. Reg. 228/20 s. 3**
- Hours, reduction in, **O. Reg. 228/20 ss. 6, 7, 9**
- Interpretation of regulation, **O. Reg. 228/20 s. 1**
- Layoffs and, **O. Reg. 228/20 s. 6**

**INFECTIOUS DISEASE****EMERGENCY LEAVE****—Cont'd**

- Overpayment
  - collections, **O. Reg. 636/21 s. 5(1)**
  - limitation period, **O. Reg. 637/21, s.**
  - order to repay overpayment, **O. Reg. 637/21 s. 2**
  - review of order, **O. Reg. 637/21 s. 4**
  - overpayment recovery process, **O. Reg. 637/21 s. 1**
- Prescribed, **O. Reg. 228/20 s. 4**
- Reductions in hours/wages, **O. Reg. 228/20 ss. 6, 7, 9**
- Start date of, **O. Reg. 66/20 s. 3, O. Reg. 228/20 s. 2**
- Termination, effect of, **O. Reg. 228/20 s. 5**
- Wages, reduction in, **O. Reg. 228/20 ss. 6, 7, 9**

**INFORMATION TECHNOLOGY****CONSULTANT**

- Application of Act to, **E.S.A. s. 3(5), 3(7) to 3(8)**
- Definition, **E.S.A. s. 1(1)**

**INFORMATION TECHNOLOGY****PROFESSIONAL**

- Generally, **App. WP**

**INSUBORDINATION**

- Generally, **App. WP**

**JUST CAUSE**

- Generally, **App. WP**

**KEY EMPLOYEE(S)**

- Generally, **App. WP**

**LANDSCAPE GARDENER**

- Generally, **App. WP**

**LAST CHANCE AGREEMENT**

- Generally, **App. WP**

**LAY-OFF**

- Generally, **App. WP**

**LEAVE OF ABSENCE**

- Generally, **App. WP, E.S.A. s. 45**
- Apply separately, **E.S.A. s. 53.1**
- Bereavement leave, **E.S.A. s. 50.0.2**
- Child death leave, **E.S.A. s. 49.5**
- Crime-related child disappearance leave, **E.S.A. s. 49.6**
- Critical illness leave, **E.S.A. s. 49.4**
  - critically ill adult, entitlement to leave, **E.S.A. s. 49.4(5)**
  - critically ill minor child, entitlement to leave, **E.S.A. s. 49.4(2)**
  - death, **E.S.A. s. 49.4(10)**
- Domestic or sexual violence leave, **E.S.A. s. 49.7**
- Emergency leave, declared emergencies, **E.S.A. s. 50.1**
- Emergency leave, infectious disease emergencies, **E.S.A. s. 50.1, O. Reg. 66/20 s. 2, O. Reg. 228/20 s. 3**
- Emergency leave, personal, **O. Reg. 285/01 s. 3**
- Employee rights, **E.S.A. s. 51**
- Family caregiver leave, **E.S.A. s. 49.3**
- Family medical leave, **E.S.A. s. 49.1**
- Family member, condition re, **O. Reg. 535/17 s. 1**
- Family responsibility leave, **E.S.A. s. 50.0.1**
- Leaves apply separately, **E.S.A. s. 53.1**
- Organ donor leave, **E.S.A. s. 49.2**
- Parental leave, **E.S.A. ss. 48 to 49**
- Pregnancy leave, **E.S.A. ss. 46 to 47**
- Reinstatement, **E.S.A. s. 53**
- Reservist leave, **E.S.A. s. 50.2**
- Sexual violence leave, domestic or, **E.S.A. s. 49.7**

ANNOTATED ONTARIO EMPLOYMENT STANDARDS ACT

**LEAVE OF ABSENCE—Cont'd**

Sick leave, **E.S.A. s. 50**

**LIE DETECTORS**

Generally, **E.S.A. ss. 68 to 71**

**LIEU DAY**

Generally, **App. WP**

**LIFE INSURANCE**

Differentiation, permitted

Age, **O. Reg. 286/01 s. 7**

Marital status, **O. Reg. 286/01 s. 6**

Sex, **O. Reg. 286/01 s. 5**

**LIVE-IN CAREGIVERS**

See Foreign Nationals

**LIVE PERFORMANCES**

Free hours, **O. Reg. 160/05 s. 4**

**MINIMUM WAGE**

Generally, **E.S.A. s. 23**

Change to, during pay period,  
**E.S.A. s. 23.0.1**

Determination of, **E.S.A. s. 23.1**

Room and board as part of, **O. Reg. 285/01 s. 5**

Wilderness guides, for, **O. Reg. 285/01 s. 6**

**MINING**

Free days, **O. Reg. 159/05 s. 4**

**MITIGATION**

Generally, **App. WP**

**NON-APPLICATION OF ACT**

Generally, **O. Reg. 477/18 s. 1**

**NON-COMPETITION**

Generally, **App. WP**

**NOTICE**

Generally, **App. WP**

**NOTICE OF TERMINATION**

Generally, **App. WP**

**NOTIONAL SEVERANCE**

Generally, **App. WP**

**OFFENCES**

Generally, **E.S.A. ss. 131 to 139**

Corporate offence, **E.S.A. s. 137**

False records, **E.S.A. s. 131**

Orders, failure to comply, **E.S.A. s. 134**

**ONTARIO LABOUR RELATIONS BOARD**

Rules of Procedure

access to adjudicative records,  
**RP 42 to 43**

administration, **RP 40**

allegations, obligation to make  
promptly, **RP 5**

application, interpretation and  
conflicts, **RP 1**

commencement, delivery and  
filing, **RP 6**

confidentiality orders, requests  
for, **RP 44**

constitutional challenges, **RP 4**

definitions, **RP 1.6**

delivery

applications and responses, **RP 7**

documents, **RP 8**

generally, **RP 6**

Dismissal without hearing or  
consultation, **RP 38**

Employment Protection for  
Foreign Nationals Act  
(Live-In Caregivers and  
Others), 2009, applications  
under, **RP 21**

Employment Standards Act,  
2000, applications under,  
**RP 21**

Expedited proceedings, **RP 41**

filing

applications and responses, **RP 7**

documents, **RP 8**

**ONTARIO LABOUR RELATIONS****BOARD—Cont'd**

- Rules of Procedure—Cont'd
  - filing—Cont'd
    - generally, **RP 6**
    - time limits, **RP 6.10 to 6.13**
  - hearing procedures
    - adjournments, **RP 38.3**
    - electronic hearings, **RP 38.5**
    - failure to attend or participate, **RP 38.6**
    - generally, **RP 38**
    - notice of hearing, **RP 38.1**
    - written hearings, **RP 38.4**
  - non-compliance, **RP 2**
  - time, **RP 3**

**OVERTIME**

- Generally, **App. WP**

**OVERTIME PAY**

- Generally, **E.S.A. s. 22**
- Fruit and vegetable processing, **O. Reg. 285/01 s. 15**
- Highway transport, **O. Reg. 285/01 s. 18**
- Hotels, **O. Reg. 285/01 s. 14**
- Local cartage, **O. Reg. 285/01 s. 17**
- Restaurants, **O. Reg. 285/01 s. 14**
- Road building, **O. Reg. 285/01 s. 13**
- Sewer and watermain construction, **O. Reg. 285/01 s. 16**
- Two or more regular rates, **E.S.A. s. 22(1.1)**

**PART-TIME EMPLOYEE**

- Generally, **App. WP**

**PAY**

- Generally, **App. WP**

**PAYROLL**

- Generally, **App. WP**

**PENALTIES**

- Generally, **O. Reg. 289/01 s. 11**

**PENSION PLANS**

- Generally, **O. Reg. 286/01 generally**
- Bankruptcy and unpaid amounts re, **B.I.A. s. 81.5**
- Differentiation, permitted
  - Age, **O. Reg. 286/01 s. 4**
  - Gender, **O. Reg. 286/01 s. 2**
  - Marital status, **O. Reg. 286/01 s. 3**
- Receivership and unpaid amounts re, **B.I.A. s. 81.6**

**PERSONAL EMAIL(S)**

- Generally, **App. WP**

**POSTERS**

- Generally, **E.S.A. s. 2, O. Reg. 315/04 s. 1**

**PREGNANCY**

- Generally, **App. WP**

**PREMIUM PAY**

- Generally, **E.S.A. s. 31**

**PRE-REINSTATEMENT DAMAGES**

- Generally, **App. WP**

**PRIMARY PRODUCTION**

- Generally, **App. WP**

**PROSECUTIONS**

- Generally, **E.S.A. ss. 68 to 70**

**PUBLIC ACCOUNTING**

- Generally, **App. WP**

**PUBLIC HOLIDAYS**

- Generally, **E.S.A. ss. 24 to 31**
- Agreement to work, **E.S.A. s. 27, 30**
- Holiday pay, **E.S.A. s. 24**
- Not ordinarily a working day, **E.S.A. s. 29**
- Requirement to work, **E.S.A. s. 28**
- Type of work, **E.S.A. s. 25**

ANNOTATED ONTARIO EMPLOYMENT STANDARDS ACT

**PUBLIC TRANSIT SERVICES**

Eating periods, **O. Reg. 390/05 s. 5**

Free hours, **O. Reg. 390/05 s. 4**

**REASONABLE ALTERNATIVE  
EMPLOYMENT**

Generally, **App. WP**

**RECALL RIGHTS**

Generally, **E.S.A. s. 67**

**RECEIVERSHIP**

Pension plan amounts, security for  
unpaid, **B.I.A. s. 81.6**

Wages et al, security for unpaid,  
**B.I.A. s. 81.4**

**RECORD OF EMPLOYMENT**

Generally, **App. WP**

**RECORDS**

Generally, **E.S.A. ss. 15, 15.1, 16**

Tribunal, See Tribunal Adjudicative  
Records

**REFERENCE CHECK**

Generally, **App. WP**

**REFERRAL**

Generally, **E.S.A. s. 121**

**REGULATIONS**

Generally, **E.S.A. s. 141**

Transitional regulations, **E.S.A. s.  
141(2.0.3.7), (2.0.3.8)**

**REPRISAL**

Generally, **E.S.A. s. 74**

Recruiter, **E.S.A. s. 74(1)(ix),  
74.12.1**

Temporary help agency, **E.S.A. s.  
74(1)(ix)**

**RESTAURANTS**

Generally, **O. Reg. 285/01 s. 14**

**RETAIL BUSINESS  
ESTABLISHMENTS**

Generally, **E.S.A. s. 72**

Right to refuse work, **E.S.A. s. 73**

**REVIEWS**

Generally, **E.S.A. ss. 116 to 124**

**RIGHTS AND OBLIGATIONS,  
POSTING OF**

Generally, **E.S.A. s. 2**

**ROAD BUILDING**

Generally, **O. Reg. 285/01 s. 13**

**ROOM AND BOARD**

Generally, **O. Reg. 285/01 s. 5**

**ROUTE SALESPERSON(S)**

Generally, **App. WP**

**RULES, SPECIAL**

Automobile sales, **O. Reg. 285/01 s.  
28**

Domestic workers, **O. Reg. 285/01  
s. 19**

Emergency leave, **O. Reg. 285/01 s.  
3**

Fruit and vegetable harvesters, **O.  
Reg. 285/01 ss. 24 to 27**

Homemakers, **O. Reg. 285/01 s. 11**

Homeworkers, **O. Reg. 285/01 s. 12**

Overtime pay, **O. Reg. 285/01 s. 8**

Fruit and vegetable processing,  
**O. Reg. 285/01 s. 15**

Highway transport, **O. Reg.  
285/01 s. 18**

Hotels, **O. Reg. 285/01 s. 14**

Local cartage, **O. Reg. 285/01 s.  
17**

Restaurants, **O. Reg. 285/01 s. 14**

Road building, **O. Reg. 285/01 s.  
13**

Sewer and watermain construc-  
tion, **O. Reg. 285/01 s. 16**

Residential care workers, **O. Reg.  
285/01 ss. 20 to 23**

Tobacco harvesters, **O. Reg. 285/01  
ss. 24 to 27**

**SALARY**

Generally, **App. WP**



- SALE OF BUSINESS**  
Generally, E.S.A. s. 9
- SALESPERSON**  
Generally, App. WP
- SCHEDULE**  
Three hour rule, E.S.A. s. 21.2, O. Reg. 285/01 s. 25.1
- SENIORITY**  
Generally, App. WP
- SEVERANCE**  
Generally, E.S.A. s. 63
- SEVERANCE PAY**  
Generally, App. WP, E.S.A. s. 64, O. Reg. 288/01 s. 9
- SEWER AND WATERMAIN CONSTRUCTION**  
Generally, O. Reg. 285/01 s. 16
- SHIFTWORK**  
Generally, O. Reg. 285/01 s. 32
- SICKNESS**  
Generally, App. WP
- SOLICIT**  
Generally, App. WP
- STATUTORY ABSENCES**  
Generally, App. WP
- STUDENT (OF PUBLIC ACCOUNTING)**  
Generally, App. WP
- TEMPORARY HELP AGENCIES AND RECRUITERS**  
Generally, E.S.A. ss. 74.1 to 74.18, O. Reg. 398/09, generally  
Agency, information regarding, E.S.A. s. 74.5  
Assignment  
information regarding, E.S.A. s. 74.6  
termination of, E.S.A. s. 74.10.1  
Definitions, E.S.A. s. 74.2
- TEMPORARY HELP AGENCIES AND RECRUITERS—Cont'd**  
Employment relationship, E.S.A. s. 74.3  
Enforcement, E.S.A. s. 74.13 to 74.19  
Frustration of employment, O. Reg. 288/01 s. 2(4), 9(3)  
Licenses  
application for, E.S.A. s. 74.1.3  
cancellation, voluntary, E.S.A. s. 74.1.11  
expiry of, E.S.A. s. 74.1.10  
issuance of, E.S.A. s. 74.1.4, O. Reg. 99/23, s. 4.3  
refusal to issue or renew, E.S.A. s. 74.1.5, O. Reg. 99/23, ss. 5, 6  
review, application for, E.S.A. s. 74.1.13 to 74.1.14  
revocation or suspension of, E.S.A. s. 74.1.6, O. Reg. 99/23, s. 7  
security, O. Reg. 99/23, ss. 4, 4.1  
terms and conditions of, E.S.A. s. 74.1.8  
types of, E.S.A. s. 74.1  
recruiter, E.S.A. s. 74.1.2, O. Reg. 99/23, s. 1  
temporary help agency, E.S.A. s. 74.1.1  
Prohibitions, E.S.A. s. 74.8  
void prohibitions, E.S.A. s. 74.9  
Public holiday pay, E.S.A. s. 74.10  
Records, E.S.A. s. 74.4.1 to 74.4.3  
Recruiter, definition of, E.S.A. s. 1(1)  
Regulations, E.S.A. s. 141(2.6)  
Reprisal  
generally, E.S.A. s. 74(1)(ix)  
by client, E.S.A. s. 74.12  
by recruiter, E.S.A. s. 74.12.1  
Rights, information regarding, E.S.A. s. 74.7  
Termination and severance, E.S.A. s. 53.2, E.S.A. s. 74.11

**TEMPORARY HELP AGENCIES  
AND RECRUITERS—Cont'd**

Work assignment, **E.S.A. s. 74.4**

**TERMINATE**

Generally, **App. WP**

**TERMINATION**

Generally, **E.S.A. ss. 54 to 62, O. Reg. 288/01 s. 2**

**Frustration**

non-application to temporary  
help agencies and recruiters  
in certain circumstances, **O. Reg. 288/01 s. 2(4), 9(3)**

Notice period, **E.S.A. s. 57, O. Reg. 288/01 ss. 3 to 7**

Pay in lieu of notice, **E.S.A. s. 61**

Prescribed employees, **E.S.A. s. 55**

Recall rights, **E.S.A. s. 67**

Severance, **E.S.A. s. 63**

Termination, **E.S.A. s. 56**

**TERMINATION PAY**

Generally, **App. WP**

**THIRD PARTY DEMANDS**

Generally, **E.S.A. s. 125**

**THREE HOUR RULE**

Generally, **E.S.A. s. 21.2, O. Reg. 285/01 s. 25.1**

**TIPS**

Generally, **E.S.A. ss. 14.2 to 14.5, O. Reg. 125/16, generally**

**TRADE SHOWS**

Free hours, **O. Reg. 160/05 s. 4**

**TRADE UNION, SETTLEMENT**

Generally, **E.S.A. s. 6**

**TRIBUNAL ADJUDICATIVE  
RECORDS**

Confidentiality orders, enforcement  
of, **T.A.R.A. s. 5**

Confidentiality orders, rules re,  
**T.A.R.A. s. 3**

**TRIBUNAL ADJUDICATIVE  
RECORDS—Cont'd**

Conflict, **O. Reg. 211/19 s. 2, T.A.R.A. s. 7**

Fees, **T.A.R.A. s. 4**

Freedom of Information and Protec-  
tion of Privacy Act, amending,  
**T.A.R.A. s. 9**

Interpretation of act, **T.A.R.A. s. 1**

Liability, protection from personal,  
**T.A.R.A. s. 6**

Public, available to the, **T.A.R.A. s. 2**

Regulations, **T.A.R.A. s. 8**

Rules re access, **T.A.R.A. s. 3**

Tribunals, list of prescribed, **O. Reg. 211/19 s. 1, Schedule 1**

**UNPAID**

Generally, **App. WP**

**VACATION PAY**

Generally, **E.S.A. ss. 33 to 41.1**

Alternative vacation entitlement,  
**E.S.A. s. 34**

Foregoing vacation, **E.S.A. s. 41**

Labour dispute, **E.S.A. s. 37**

Multi-employer plans, **E.S.A. s. 39**

Right to vacation, **E.S.A. s. 33**

Timing, **E.S.A. s. 35**

Vacation pay in trust, **E.S.A. s. 40**

Vacation statements, **E.S.A. s. 41.1**

**VOLUNTARY RESIGNATION**

Generally, **App. WP**

**WAGES**

Bankruptcy and unpaid, **B.I.A. s. 81.5**

Cash shortage, lost property, etc.,  
**E.S.A. s. 13(6)**

Deductions, **E.S.A. s. 13**

Generally, **App. WP**

Minimum wage, **E.S.A. ss. 23, O. Reg. 285/01 s. 5, 23.1**

Payment, **E.S.A. s. 11**

Priority of claims, **E.S.A. s. 14**

**WAGES—Cont'd**

- Receivership and unpaid, **B.I.A. s. 81.6**
- Statement, **E.S.A. s. 12**
- Statement on termination, **E.S.A. s. 12.1**

**WHISTLEBLOWER**

- Generally, **App. WP**

**WILDERNESS GUIDES**

- Defined, **O. Reg. 285/01 s. 1**
- Minimum wage for, **O. Reg. 285/01 s. 6**

**WILLFUL MISCONDUCT**

- Generally, **App. WP**

**WOMEN'S WEAR INDUSTRY**

- Wage Protection Program, **W.E.P.P.A. ss. 1 to 42**
  - administration, **W.E.P.P.A. ss. 21 to 22**
  - appeal, **W.E.P.P.A. ss. 14 to 20**
  - definitions, **W.E.P.P.A. s. 2**
  - eligibility, **W.E.P.P.A. s. 5**
  - exceptions, **W.E.P.P.A. s. 6**
  - offences, **W.E.P.P.A. ss. 38 to 39**
  - powers of minister, **W.E.P.P.A. ss. 23 to 34**
  - punishment, **W.E.P.P.A. s. 40**
  - regulations, **S.O.R./2008 to 222 generally**
    - allocation of payments, **S.O.R./2008 to 222 s. 8**

**WOMEN'S WEAR INDUSTRY****—Cont'd**

- Wage Protection Program, **W.E.P.P.A. ss. 1 to 42**
  - Cont'd
  - regulations, **S.O.R./2008 to 222 generally—Cont'd**
    - applications, **S.O.R./2008 to 222 ss. 9 to 10**
    - appeal, **S.O.R./2008 to 222 ss. 13 to 14**
    - review, **S.O.R./2008 to 222 ss. 11 to 12**
  - controlling interest, **S.O.R./2008 to 222 s. 4**
  - fees and expenses, **S.O.R./2008 to 222 ss. 18 to 19**
  - information to be provided, **S.O.R./2008 to 222 ss. 15 to 16**
  - managers excluded, **S.O.R./2008 to 222 s. 5**
  - offsets, **S.O.R./2008 to 222 s. 6**
  - termination of employment, **S.O.R./2008 to 222 s. 3**
  - wages, **S.O.R./2008 to 222 s. 2**
  - review by minister, **W.E.P.P.A. ss. 11 to 13**

**WORK WEEK**

- Generally, **App. WP**

**WRONGFUL DISMISSAL**

- Generally, **App. WP**

