

# Table of Contents

## EMPLOYMENT STANDARDS ACT, 2000

### PART I DEFINITIONS (S. 1)

- 1 Definitions
  - § 1:1 Commentary and Related Provisions
  - § 1:2 Case Law—Section 1(1) “Definitions”
  - § 1:3 —Section 1(2) “Person in receipt of training”
  - § 1:4 —Section 1(3) “Agreements in writing”

### PART II INFORMATION CONCERNING RIGHTS AND OBLIGATIONS (S. 2)

- 2 Director to prepare poster
  - § 2:1 Commentary and Related Provisions

### PART III HOW THIS ACT APPLIES (SS. 3–8)

- 3 Who Act applies to
  - § 3:1 Commentary and Related Provisions
  - § 3:2 Case Law
- 3.1 Crown bound
- 4 Separate persons treated as one employer
  - § 4:1 Commentary and Related Provisions
  - § 4:2 Case Law
- 5 No contracting out
  - § 5:1 Commentary and Related Provisions
  - § 5:2 Case Law
- 5.1 No treating as if not employee
  - § 5.1:1 Commentary and Related Provisions
- 6 Settlement by trade union binding
  - § 6:1 Commentary and Related Provisions
- 7 Agents
  - § 7:1 Commentary and Related Provisions
- 8 Civil proceedings not affected
  - § 8:1 Commentary and Related Provisions
  - § 8:2 Case Law

### PART III.1 JOB POSTINGS

- 8.1 Definitions
- 8.2 Compensation range information
- 8.3 Canadian experience

- 8.4 Use of artificial intelligence
- 8.5 Job posting information
- 8.6 Duty to inform applicants interviewed
  - § 8.6:1 Commentary and Related Provisions

#### **PART IV CONTINUITY OF EMPLOYMENT (SS. 9, 10)**

- 9 Sale, etc., of business
  - § 9:1 Commentary and Related Provisions
  - § 9:2 Case Law
- 10 New building services provider
  - § 10:1 Commentary and Related Provisions
  - § 10:2 Case Law

#### **PART V PAYMENT OF WAGES (SS. 11–14)**

- 11 Payment of wages
  - § 11:1 Commentary and Related Provisions
  - § 11:2 Case Law
- 12 Statement re wages
  - § 12:1 Commentary and Related Provisions
- 12.1 Statement re wages on termination
  - § 12.1:1 Commentary and Related Provisions
  - § 12.1:2 Case Law
- 13 Deductions, etc.
  - § 13:1 Commentary and Related Provisions
  - § 13:2 Case Law
- 14 Priority of claims
  - § 14:1 Commentary and Related Provisions
  - § 14:2 Case Law

#### **PART V.1 EMPLOYEE TIPS AND OTHER GRATUITIES (SS. 14.1–14.5)**

- 14.1 Method of payment
- 14.2 Prohibition re tips or other gratuities
- 14.3 Statute or court order
- 14.4 Pooling of tips or other gratuities
- 14.5 Transition—collective agreements
  - § 14.5:1 Commentary and Related Provisions

#### **PART VI RECORDS (SS. 15–16)**

- 15 Records
  - § 15:1 Commentary and Related Provisions
  - § 15:2 Case Law
- 15.1 Record re vacation time and vacation pay
  - § 15.1:1 Commentary and Related Provisions
  - § 15.1:2 Case Law

## TABLE OF CONTENTS

- 16 Availability
  - § 16:1 Commentary and Related Provisions
  - § 16:2 Case Law

## **PART VII HOURS OF WORK AND EATING PERIODS (SS. 17–21.1)**

- 17 Limit on hours of work
  - § 17:1 Commentary and Related Provisions
  - § 17:2 Case Law
- 17.1 [Repealed 2019, c. 4, Sched. 9, s. 4.]
  - § 17.1:1 Commentary and Related Provisions
  - § 17.1:2 Case Law
- 17.2 [Repealed 2019, c. 4, Sched. 9, s. 5.]
  - § 17.2:1 Commentary and Related Provisions
  - § 17.2:2 Case Law
- 17.3 [Repealed 2019, c. 4, Sched. 9, s. 6.]
  - § 17.3:1 Commentary and Related Provisions
- 18 Hours free from work
  - § 18:1 Commentary and Related Provisions
  - § 18:2 Case Law
- 19 Exceptional circumstances
  - § 19:1 Commentary and Related Provisions
- 20 Eating periods
  - § 20:1 Commentary and Related Provisions
  - § 20:2 Case Law
- 21 Payment not required
  - § 21:1 Commentary and Related Provisions
- 21.1 Director to prepare document
  - § 21.1:1 Commentary and Related Provisions

## **PART VII.0.1 WRITTEN POLICY ON DISCONNECTING FROM WORK (SS. 21.1.1, 21.1.2)**

- 21.1.1 Interpretation
- 21.1.2 Written policy on disconnecting from work
  - § 21.1.2:1 Commentary

## **PART VII.1 THREE HOUR RULE (S. 21.2)**

- 21.2 Three hour rule
  - § 21.2:1 Commentary and Related Provisions

## **PART VIII OVERTIME PAY (SS. 22–22.2)**

- 22 Overtime threshold
  - § 22:1 Commentary and Related Provisions
  - § 22:2 Case Law

22.1 [Repealed 2019, c. 4, Sched. 9, s. 9.]

22.2 [Repealed 2019, c. 4, Sched. 9, s. 9.]

**PART IX MINIMUM WAGE (SS. 23–23.1)**

23 Minimum wage

§ 23:1 Commentary and Related Provisions

§ 23:2 Case Law

23.0.1 Change to minimum wage during pay period

§ 23.0.1:1 Commentary

23.1 Determination of minimum wage

§ 23.1:1 Commentary and Related Provisions

§ 23.1:2 Case Law

**PART X PUBLIC HOLIDAYS (SS. 24–32)**

24 Public holiday pay

§ 24:1 Commentary and Related Provisions

§ 24:2 Case Law

25 Two kinds of work

§ 25:1 Commentary and Related Provisions

§ 25:2 Case Law

26 Public holiday ordinarily a working day

§ 26:1 Commentary and Related Provisions

§ 26:2 Case Law

27 Agreement to work, ordinarily a working day

§ 27:1 Commentary and Related Provisions

28 Requirement to work on a public holiday: certain operations

§ 28:1 Commentary and Related Provisions

§ 28:2 Case Law

29 Public holiday not ordinarily a working day

§ 29:1 Commentary and Related Provisions

§ 29:2 Case Law

30 Agreement to work where not ordinarily a working day

§ 30:1 Commentary and Related Provisions

31 Premium pay hours not overtime hours

§ 31:1 Commentary and Related Provisions

32 If employment ends

§ 32:1 Commentary and Related Provisions

**PART XI VACATION WITH PAY (SS. 33–41.1)**

33 Right to vacation

§ 33:1 Commentary and Related Provisions

§ 33:2 Case Law

34 Alternative vacation entitlement year

§ 34:1 Commentary and Related Provisions

## TABLE OF CONTENTS

- § 34:2 Case Law
- 35 Timing of vacation
  - § 35:1 Commentary and Related Provisions
  - § 35:2 Case Law
- 35.1 Timing of vacation, alternative vacation entitlement year
  - § 35.1:1 Commentary and Related Provisions
- 35.2 Vacation pay
  - § 35.2:1 Commentary and Related Provisions
  - § 35.2:2 Case Law
- 36 When to pay vacation pay
  - § 36:1 Commentary and Related Provisions
  - § 36:2 Case Law
- 37 Payment during labour dispute
  - § 37:1 Commentary and Related Provisions
- 38 If employment ends
  - § 38:1 Commentary and Related Provisions
  - § 38:2 Case Law
- 39 Multi-employer plans
  - § 39:1 Commentary and Related Provisions
  - § 39:2 Case Law
- 40 Vacation pay in trust
  - § 40:1 Commentary and Related Provisions
  - § 40:2 Case Law
- 41 Approval to forego vacation
  - § 41:1 Commentary and Related Provisions
- 41.1 Vacation statements
  - § 41.1:1 Commentary and Related Provisions

## **PART XI.1 WRITTEN POLICY ON ELECTRONIC MONITORING (S. 41.1.1)**

- 41.1.1 Written policy on electronic monitoring
  - § 41.1.1:1 Commentary

## **PART XII EQUAL PAY FOR EQUAL WORK (SS. 41.2–42.3)**

- 41.2 Interpretation
  - § 41.2:1 Commentary and Related Provisions
- 42 Equal pay for equal work
  - § 42:1 Commentary and Related Provisions
  - § 42:2 Case Law
- 42.1 [Repealed 2018, c. 14, Sched. 1, s. 9.]
  - § 42.1:1 Commentary and Related Provisions
  - § 42.1:2 Case Law
- 42.2 [Repealed 2018, c. 14, Sched. 1, s. 10.]

ANNOTATED ONTARIO EMPLOYMENT STANDARDS ACT

- § 42.2:1 Commentary and Related Provisions
- 42.3 [Repealed 2018, c. 14, Sched. 1, s. 11.]
- § 42.3:1 Commentary

**PART XIII BENEFIT PLANS (SS. 43, 44)**

- 43 Definition
  - § 43:1 Commentary and Related Provisions
- 44 Differentiation prohibited
  - § 44:1 Commentary and Related Provisions
  - § 44:2 Case Law

**PART XIV LEAVES OF ABSENCE (SS. 45–53.1)**

- 45 Definitions
  - § 45:1 Commentary and Related Provisions
  - § 45:2 Case Law

**PREGNANCY LEAVE**

- 46 Pregnancy leave
  - § 46:1 Commentary and Related Provisions
  - § 46:2 Case Law
- 46.1 Definition
  - § 46.1:1 Commentary and Related Provisions
- 47 End of pregnancy leave
  - § 47:1 Commentary and Related Provisions

**PARENTAL LEAVE**

- 48 Parental leave
  - § 48:1 Commentary and Related Provisions
  - § 48:2 Case Law
- 49 End of parental leave
  - § 49:1 Commentary and Related Provisions

**FAMILY MEDICAL LEAVE**

- 49.1 Family medical leave
  - § 49.1:1 Commentary

**ORGAN DONOR LEAVE**

- 49.2 Organ donor leave
  - § 49.2:1 Commentary

**FAMILY CAREGIVER LEAVE**

- 49.3 Family caregiver leave
  - § 49.3:1 Commentary

TABLE OF CONTENTS

**CRITICAL ILLNESS LEAVE**

- 49.4 Critical illness leave
  - § 49.4:1 Commentary

**CHILD DEATH LEAVE**

- 49.5 Child death leave
  - § 49.5:1 Commentary

**CRIME-RELATED CHILD DISAPPEARANCE LEAVE**

- 49.6 Crime-related child disappearance leave
  - § 49.6:1 Commentary

**DOMESTIC OR SEXUAL VIOLENCE LEAVE**

- 49.7 Domestic or sexual violence leave
  - § 49.7:1 Commentary

**LONG-TERM ILLNESS LEAVE**

- 49.8 Definitions
  - § 49.8:1 Commentary

**SICK LEAVE**

- 50 Definition
  - § 50:1 Commentary and Related Provisions
  - § 50:2 Case Law

**FAMILY RESPONSIBILITY LEAVE**

- 50.0.1 Family responsibility leave
  - § 50.0.1:1 Commentary and Related Provisions

**BEREAVEMENT LEAVE**

- 50.0.2 Bereavement leave
  - § 50.0.2:1 Commentary and Related Provisions

**EMERGENCY LEAVE: DECLARED EMERGENCIES AND  
INFECTIOUS DISEASE EMERGENCIES**

- 50.1 Emergency leave: declared emergencies and infectious  
disease emergencies
  - § 50.1:1 Commentary
  - § 50.1:2 Case Law
- 50.1.1 Reimbursement of certain payments made under s. 50.1
  - § 50.1.1:1 Commentary

**RESERVIST LEAVE**

50.2 Reservist leave

§ 50.2:1 Commentary and Related Provisions

**GENERAL PROVISIONS CONCERNING LEAVES**

51 Rights during leave

§ 51:1 Commentary and Related Provisions

§ 51:2 Case Law

51.1 Leave and vacation conflict

§ 51.1:1 Commentary and Related Provisions

52 Length of employment

§ 52:1 Commentary and Related Provisions

§ 52:2 Case Law

52.1 Leave taken in entire weeks

53 Reinstatement

§ 53:1 Commentary and Related Provisions

§ 53:2 Case Law

53.1 Leaves apply separately

**PART XV TERMINATION AND SEVERANCE OF  
EMPLOYMENT (SS. 53.2–67)**

**INTERPRETATION**

53.2 Meaning of “establishment”

§ 53.2:1 Commentary

**TERMINATION OF EMPLOYMENT**

54 No termination without notice

§ 54:1 Commentary and Related Provisions

§ 54:2 Case Law

55 Prescribed employees not entitled

§ 55:1 Commentary and Related Provisions

§ 55:2 Case Law

56 What constitutes termination

§ 56:1 Commentary and Related Provisions

§ 56:2 Case Law

57 Employer notice period

§ 57:1 Commentary and Related Provisions

§ 57:2 Case Law

58 Notice, 50 or more employees

§ 58:1 Commentary and Related Provisions

§ 58:2 Case Law

59 Period of employment: included, excluded time



## TABLE OF CONTENTS

- § 59:1 Commentary and Related Provisions
- § 59:2 Case Law
- 60 Requirements during notice period
  - § 60:1 Commentary and Related Provisions
  - § 60:2 Case Law
- 61 Pay instead of notice
  - § 61:1 Commentary and Related Provisions
  - § 61:2 Case Law
- 62 Deemed active employment
  - § 62:1 Commentary and Related Provisions

## SEVERANCE OF EMPLOYMENT

- 63 What constitutes severance
  - § 63:1 Commentary and Related Provisions
  - § 63:2 Case Law
- 64 Entitlement to severance pay
  - § 64:1 Commentary and Related Provisions
  - § 64:2 Case Law
- 65 Calculating severance pay
  - § 65:1 Commentary and Related Provisions
  - § 65:2 Case Law
- 66 Instalments
  - § 66:1 Commentary and Related Provisions
  - § 66:2 Case Law

## ELECTION RE RECALL RIGHTS

- 67 Where election may be made
  - § 67:1 Commentary and Related Provisions
  - § 67:2 Case Law

## PART XV.1 NON-COMPETE AGREEMENTS (SS. 67.1, 67.2)

- 67.1 Definitions
- 67.2 Prohibition
  - § 67.2:1 Commentary

## PART XVI LIE DETECTORS (SS. 68–71)

- 68 Definitions
  - § 68:1 Commentary and Related Provisions
- 69 Right to refuse test
  - § 69:1 Commentary and Related Provisions
- 70 Prohibition: testing
  - § 70:1 Commentary and Related Provisions
- 71 Consent to test by police

ANNOTATED ONTARIO EMPLOYMENT STANDARDS ACT

§ 71:1 Commentary and Related Provisions

§ 71:2 Case Law

**PART XVII RETAIL BUSINESS ESTABLISHMENTS (SS. 72, 73)**

72 Application

§ 72:1 Commentary and Related Provisions

73 Right to refuse work

§ 73:1 Commentary and Related Provisions

§ 73:2 Case Law

**PART XVIII REPRISAL (S. 74)**

74 Prohibition

§ 74:1 Commentary and Related Provisions

§ 74:2 Case Law

**PART XVIII.1 TEMPORARY HELP AGENCIES AND RECRUITERS (SS. 74.1–74.18)**

**LICENSING**

74.1 Types of licences

74.1.1 Licence to operate as temporary help agency

74.1.2 Licence to act as recruiter

74.1.3 Application for licence

74.1.4 Issuance of licence

74.1.5 Refusal to issue or renew licence

74.1.6 Revocation or suspension of licence

74.1.7 Notice requirements re: licences

74.1.8 Terms and conditions of licence

74.1.9 Licence not transferable

74.1.10 Expiry of licence

74.1.11 Voluntary cancellation

74.1.12 Public record

74.1.13 Application for review

74.1.14 Further application

74.1.15 Director's authorization

**INTERPRETATION AND APPLICATION**

74.2 Definitions

§ 74.2:1 Case Law

74.2.1 [Repealed 2019, c. 5, Sched. 3, s. 6.]

74.3 Employment relationship

§ 74.3:1 Case Law

74.4 Work assignment

## TABLE OF CONTENTS

### OBLIGATIONS AND PROHIBITIONS

- 74.4.1 Agency to keep records re: work for client, termination
- 74.4.2 Client to keep records re: work for client
- 74.4.3 Recruiters to keep records
- 74.5 Information re agency
- 74.6 Information re assignment
- 74.7 Information, rights under this Act
- 74.8 Prohibitions
  - § 74.8:1 Case Law
- 74.9 Void provisions
- 74.10 Public holiday pay
  - § 74.10:1 Case Law
- 74.10.1 Termination of assignment
  - § 74.10.1:1 Commentary
- 74.11 Termination and severance
  - § 74.11:1 Commentary and Related Provisions
- 74.11.1 Transition

### REPRISAL BY CLIENT

- 74.12 Reprisal by client prohibited
  - § 74.12:1 Commentary

### REPRISAL BY RECRUITER

- 74.12.1 Reprisal by recruiter prohibited

### ENFORCEMENT

- 74.12.1[1] [Repealed 2017, c. 22, Sched. 1, s. 46.]
- 74.13 Meeting under s. 102
- 74.13.1 Time for response
- 74.14 Order to recover fees
- 74.15 Recovery of prohibited fees by client
- 74.16 Order for compensation, temporary help agency
- 74.17 Order re client reprisal
- 74.18 Agency and client jointly and severally liable
- 74.19 Order re: recruiter reprisal
  - § 74.19:1 Commentary and Related Provisions

### PART XIX BUILDING SERVICES PROVIDERS (SS. 75–78)

- 75 New provider
  - § 75:1 Commentary and Related Provisions
  - § 75:2 Case Law
- 76 Vacation pay
  - § 76:1 Commentary and Related Provisions

- 77 Information request, possible new provider
  - § 77:1 Commentary and Related Provisions
  - § 77:2 Case Law
- 78 Use of information
  - § 78:1 Commentary and Related Provisions

## **PART XX LIABILITY OF DIRECTORS (SS. 79–83)**

- 79 Definition
  - § 79:1 Commentary and Related Provisions
  - § 79:2 Case Law
- 80 Application of Part
  - § 80:1 Commentary and Related Provisions
  - § 80:2 Case Law
- 81 Directors' liability for wages
  - § 81:1 Commentary and Related Provisions
  - § 81:2 Case Law
- 82 No relief by contract, etc.
  - § 82:1 Commentary and Related Provisions
- 83 Civil remedies protected
  - § 83:1 Commentary and Related Provisions
  - § 83:2 Case Law

## **PART XXI WHO ENFORCES THIS ACT AND WHAT THEY CAN DO (SS. 84–95)**

- 84 Minister responsible
  - § 84:1 Commentary and Related Provisions
  - § 84:2 Case Law
- 85 Director
  - § 85:1 Commentary and Related Provisions
- 86 Employment standards officers
  - § 86:1 Commentary and Related Provisions
- 87 Delegation
  - § 87:1 Commentary and Related Provisions
  - § 87:2 Case Law
- 88 Powers and duties of Director
  - § 88:1 Commentary and Related Provisions
- 88.1 Director may reassign an investigation
  - § 88.1:1 Commentary and Related Provisions
- 88.2 Recognition of employers
- 88.3 Delegation of powers under s. 88.2
- 89 Powers and duties of officers
  - § 89:1 Commentary and Related Provisions
  - § 89:2 Case Law
- 90 Officers not compellable

## TABLE OF CONTENTS

	§ 90:1 Commentary and Related Provisions
	§ 90:2 Case Law
91	Investigation and inspection powers
	§ 91:1 Commentary and Related Provisions
	§ 91:2 Case Law
91.1	[Repealed 2021, c. 25, Sched. 6, s. 4.]
	§ 91.1:1 Commentary and Related Provisions
92	Warrant
	§ 92:1 Commentary and Related Provisions
93	Posting of notices
	§ 93:1 Commentary and Related Provisions
94	Powers under the <i>Canada Labour Code</i>
	§ 94:1 Commentary and Related Provisions
95	Service of documents
	§ 95:1 Commentary and Related Provisions
	§ 95:2 Case Law

## **PART XXII COMPLAINTS AND ENFORCEMENT (SS. 96–115)**

### **COMPLAINTS**

96	Complaints
	§ 96:1 Commentary and Related Provisions
	§ 96:2 Case Law
96.1	[Repealed 2017, c. 22, Sched. 1, s. 53.]
	§ 96.1:1 Commentary
97	When civil proceeding not permitted
	§ 97:1 Commentary and Related Provisions
	§ 97:2 Case Law
98	When complaint not permitted
	§ 98:1 Commentary and Related Provisions
	§ 98:2 Case Law

### **ENFORCEMENT UNDER COLLECTIVE AGREEMENT**

99	When collective agreement applies
	§ 99:1 Commentary and Related Provisions
	§ 99:2 Case Law
100	If arbitrator finds contravention
	§ 100:1 Commentary and Related Provisions
101	Arbitration and s. 4
	§ 101:1 Commentary and Related Provisions
	§ 101:2 Case Law

**ENFORCEMENT BY EMPLOYMENT STANDARDS OFFICER**

- 101.1 Settlement by employment standards officer
  - § 101.1:1 Commentary and Related Provisions
- 101.2 [Repealed 2000, c. 41, s. 101.2(7).]
  - § 101.2:1 Commentary and Related Provisions
- 102 Meeting may be required
  - § 102:1 Commentary and Related Provisions
- 102.1 Time for response
  - § 102.1 Commentary
- 103 Order to pay wages
  - § 103:1 Commentary and Related Provisions
  - § 103:2 Case Law
- 104 Orders for compensation or reinstatement
  - § 104:1 Commentary and Related Provisions
  - § 104:2 Case Law
- 105 Employee cannot be found
  - § 105:1 Commentary and Related Provisions
- 106 Order against director, Part XX
  - § 106:1 Commentary and Related Provisions
  - § 106:2 Case Law
- 107 Further order, Part XX
  - § 107:1 Commentary and Related Provisions
- 108 Compliance order
  - § 108:1 Commentary and Related Provisions
- 109 Money paid when no review
  - § 109:1 Commentary and Related Provisions
- 110 Refusal to issue order
  - § 110:1 Commentary and Related Provisions
- 111 Time limit on recovery, employee's complaint
  - § 111:1 Commentary and Related Provisions
  - § 111:2 Case Law

**SETTLEMENTS**

- 112 Settlement
  - § 112:1 Commentary and Related Provisions
  - § 112:2 Case Law

**NOTICES OF CONTRAVENTION**

- 113 Notice of contravention
  - § 113:1 Commentary and Related Provisions
  - § 113:2 Case Law

## TABLE OF CONTENTS

### **LIMITATION PERIOD**

- 114 Limitation period re orders and notices
  - § 114:1 Commentary and Related Provisions
  - § 114:2 Case Law
- 115 Meaning of “substantially the same”
  - § 115:1 Commentary and Related Provisions

### **PART XXIII REVIEWS BY THE BOARD (SS. 115.1–124)**

#### **REVIEWS OF ORDERS**

- 115.1 Interpretation
- 116 Review
  - § 116:1 Commentary and Related Provisions
  - § 116:2 Case Law
- 117 Money held in trust pending review
  - § 117:1 Commentary and Related Provisions
  - § 117:2 Case Law
- 118 Rules of practice
  - § 118:1 Commentary and Related Provisions
  - § 118:2 Case Law
- 119 Powers of Board
  - § 119:1 Commentary and Related Provisions
  - § 119:2 Case Law
- 120 Settlement through labour relations officer
  - § 120:1 Commentary and Related Provisions
  - § 120:2 Case Law

#### **REFERRAL OF MATTER UNDER PART XIII**

- 121 Referral
  - § 121:1 Commentary and Related Provisions

#### **REVIEW OF NOTICE OF CONTRAVENTION**

- 122 Review of notice of contravention
  - § 122:1 Commentary and Related Provisions
  - § 122:2 Case Law

#### **GENERAL PROVISIONS RESPECTING THE BOARD**

- 123 Persons from Board not compellable
  - § 123:1 Commentary and Related Provisions
  - § 123:2 Case Law
- 124 When no decision after six months
  - § 124:1 Commentary and Related Provisions

**PART XXIV COLLECTION (SS. 125–130)**

- 125 Third party demand
  - § 125:1 Commentary and Related Provisions
- 125.1 Security for amounts owing
  - § 125.1:1 Commentary
- 125.2 Warrant
  - § 125.2:1 Commentary
- 125.3 Lien on real property
  - § 125.3:1 Commentary
- 126 Filing of order
  - § 126:1 Commentary and Related Provisions

**COLLECTORS**

- 127 Director may authorize collector
  - § 127:1 Commentary and Related Provisions
- 128 Collector's powers
  - § 128:1 Commentary and Related Provisions
- 129 Settlement by collector
  - § 129:1 Commentary and Related Provisions

**RECIPROCAL ENFORCEMENT OF ORDERS**

- 130 Definitions
  - § 130:1 Commentary and Related Provisions

**PART XXV OFFENCES AND PROSECUTIONS (SS. 131–139)**

**OFFENCES**

- 131 Offence to keep false records
  - § 131:1 Commentary and Related Provisions
- 132 General offence
  - § 132:1 Commentary and Related Provisions
  - § 132:2 Case Law
- 133 Additional orders
  - § 133:1 Commentary and Related Provisions
  - § 133:2 Case Law
- 134 Offence re order for reinstatement
  - § 134:1 Commentary and Related Provisions
- 135 Additional orders re other contraventions
  - § 135:1 Commentary and Related Provisions
- 136 Offence re directors' liability
  - § 136:1 Commentary and Related Provisions
- 137 Offence re permitting offence by corporation



## TABLE OF CONTENTS

- § 137:1 Commentary and Related Provisions
- § 137:2 Case Law
- 137.1 Prosecution of employment standards officer
  - § 137.1:1 Commentary and Related Provisions
- 138 Where prosecution may be heard
  - § 138:1 Commentary and Related Provisions
- 138.1 Publication re convictions
  - § 138.1:1 Commentary and Related Provisions
- 139 Limitation period
  - § 139:1 Commentary and Related Provisions
  - § 139:2 Case Law

## **PART XXVI MISCELLANEOUS EVIDENTIARY PROVISIONS (S. 140)**

- 140 Copy constitutes evidence
  - § 140:1 Commentary and Related Provisions

## **PART XXVII REGULATIONS (S. 141)**

- 141 Regulations
  - § 141:1 Commentary and Related Provisions

## **PART XXVIII TRANSITION, AMENDMENT, REPEALS, COMMENCEMENT AND SHORT TITLE (S. 142)**

- 142 Transition
  - § 142:1 Commentary

## **PART XXIX INCORPORATION OF THE PROTECTING A SUSTAINABLE PUBLIC SECTOR FOR FUTURE GENERATIONS ACT, 2019 (SS. 143–146)**

- 143 [Repealed 2019, c. 12, s. 42(2).]
- 144 Repeals
- 145 Commencement
- 146 Short title

## **ONT. REG. 285/01—WHEN WORK DEEMED TO BE PERFORMED, EXEMPTIONS AND SPECIAL RULES**

- 1 Definitions

### **WHEN WORK DEEMED TO BE PERFORMED**

- 1.1 When work deemed to be performed

### **RULES RE EMPLOYMENT INFORMATION**

- 1.2 Information re employment

**EXEMPTIONS RE VARIOUS PARTS OF ACT**

2 Exemptions from Parts VII to XI of Act

**EXEMPTION FOR THE CROWN AND CERTAIN PUBLIC BODIES**

2.1 Crown, etc., exemption

**SPECIAL RULES RE CERTAIN LEAVES**

3 Professional duty

3.0.1 [Repealed O. Reg. 498/18, s. 4.]

**EXEMPTION RE CERTAIN DEDUCTIONS, ETC.**

3.1 Fees, s. 28 of *Ontario Municipal Employees Retirement System Act, 2006*

**EXEMPTIONS RE HOURS OF WORK AND EATING PERIODS**

4 Exemptions from Part VII of Act

**EXEMPTIONS RE THREE HOUR RULE**

4.1 Exemptions from Part VII.1 of Act

**RULES RE MINIMUM WAGE**

5 Room and board

5.1 [Repealed O. Reg. 526/17, s. 8.]

6 Minimum wage for wilderness guides

**EXEMPTIONS RE MINIMUM WAGE**

7 Exemptions from Part IX of Act

**EXEMPTIONS RE OVERTIME PAY**

8 Exemptions from Part VIII of Act

**EXEMPTIONS RE PUBLIC HOLIDAYS**

9 Exemptions from Part X of Act

9.1 [Repealed O. Reg. 498/18, s. 8.]

**EXEMPTION RE RETAIL BUSINESS ESTABLISHMENTS**

10 Application of s. 73 of Act

**EXEMPTIONS RE TEMPORARY HELP AGENCIES**

10.1 Exemptions from Part XVIII.1 of Act

TABLE OF CONTENTS

**SPECIAL RULES RE HOMEMAKERS**

- 11 Homemakers

**SPECIAL RULES RE HOMEWORKERS**

- 12 Homeworkers

**SPECIAL RULES AND EXEMPTIONS RE OVERTIME PAY**

- 13 Road building
- 14 Hotels, motels, tourist resorts, restaurants and taverns
- 15 Fresh fruit and vegetable processing
- 16 Sewer and watermain construction
- 17 Local cartage
- 18 Highway transport

**SPECIAL RULES RE DOMESTIC WORKERS**

- 19 Domestic workers

**SPECIAL RULES RE RESIDENTIAL CARE WORKERS**

- 20 Residential care workers
- 21 Free time
- 22 When work deemed not to be performed
- 23 Exemptions

**SPECIAL RULES RE FRUIT, VEGETABLE & TOBACCO  
HARVESTERS**

- 24 Application
- 25 Minimum wage
- 25.1 Three hour rule
- 26 Vacation or vacation pay
- 27 Public holidays

**SPECIAL RULES RE COMMISSION AUTOMOBILE SALES SECTOR**

- 28 Commission automobile sales sector
- 29 [Repealed O. Reg. 443/08, s. 3.]

**DIRECTOR'S APPROVALS**

- 30 [Repealed O. Reg. 50/05, s. 1.]
- 31 [Repealed O. Reg. 50/05, s. 1.]
- 32 Certain approved agreements irrevocable

**EXEMPTION RE CERTAIN EXISTING ARRANGEMENTS**

- 32.1 Existing arrangements for long shifts
- 33 Commencement

**ONT. REG. 286/01—BENEFIT PLANS**

- 1 Definitions
- 2 Pension plans, permitted differentiation re employee's sex
- 3 Pension plans, permitted differentiation re marital status
- 4 Pension plans, permitted differentiation re employee's age
- 5 Life insurance plans, permitted differentiation re employee's sex
- 6 Life insurance plans, permitted differentiation re marital status
- 7 Life insurance plans, permitted differentiation re age
- 8 Disability benefit plans, permitted differentiation re age, sex or leave of absence
- 9 Health benefit plans, permitted differentiation re sex or marital status
- 10 Participation in benefit plan during leave of absence
- 11 Former exclusion from certain benefit plans
- 12 Compliance not to be achieved by reductions
- 13 Change to normal pensionable date under certain plans
- 14 Revocation
- 15 Commencement

**ONT. REG. 287/01—BUILDING SERVICES PROVIDERS**

- 1 Prescribed services for a building
- 2 Prescribed employees
- 3 Information about employees
- 4 Revocation
- 5 Commencement

**ONT. REG. 288/01—TERMINATION AND SEVERANCE OF EMPLOYMENT**

- 1 Definitions

**TERMINATION OF EMPLOYMENT**

- 2 Employees not entitled to notice of termination or termination pay
- 3 Notice, 50 or more employees
- 4 Manner of giving notice
- 5 Notice of termination where seniority rights apply
- 6 Temporary work, 13-week period
- 7 Inclusion of vacation time in notice period
- 8 Period of employment

TABLE OF CONTENTS

**SEVERANCE OF EMPLOYMENT**

- 9 Employees not entitled to severance pay
- 10 Revocation
- 11 Commencement

**ONT. REG. 289/01—PENALTIES AND RECIPROCAL ENFORCEMENT**

- 1 Prescribed penalties re notices of contravention
- 2 Reciprocal enforcement of orders
- 3 Commencement

**ONT. REG. 159/05—TERMS AND CONDITIONS OF EMPLOYMENT IN DEFINED INDUSTRIES—MINERAL EXPLORATION AND MINING**

- 1 Definitions
- 2 Scope
- 3 Terms and conditions of employment
- 4 Days free from work

**ONT. REG. 160/05—TERMS AND CONDITIONS OF EMPLOYMENT IN DEFINED INDUSTRIES—LIVE PERFORMANCES, TRADE SHOWS AND CONVENTIONS**

- 1 Definitions
- 2 Scope
- 3 Terms and conditions of employment
- 4 Hours free from work

**ONT. REG. 390/05—TERMS AND CONDITIONS OF EMPLOYMENT IN DEFINED INDUSTRIES—PUBLIC TRANSIT SERVICES**

- 1 Definition
- 2 Scope
- 3 Terms and conditions of employment
- 4 Hours free from work
- 5 Eating periods

**ONT. REG. 491/06—TERMS AND CONDITIONS OF EMPLOYMENT IN DEFINED INDUSTRIES—AMBULANCE SERVICES**

- 1 Definitions
- 2 Scope
- 3 Terms and conditions of employment
- 4 Hours free from work
- 5 Eating periods

ANNOTATED ONTARIO EMPLOYMENT STANDARDS ACT

**ONT. REG. 502/06—TERMS AND CONDITIONS OF EMPLOYMENT  
IN DEFINED INDUSTRIES—AUTOMOBILE MANUFACTURING,  
AUTOMOBILE PARTS MANUFACTURING, AUTOMOBILE PARTS  
WAREHOUSING AND AUTOMOBILE MARSHALLING**

- 1 Definitions
- 2 Scope
- 3 Hours free from work
- 4 [Repealed O. Reg. 502/18, s. 2.]

**ONT. REG. 398/09—TERMS AND CONDITIONS OF EMPLOYMENT  
IN DEFINED INDUSTRIES—TEMPORARY HELP AGENCY  
INDUSTRY**

- 1 Definition
- 2 Scope
- 3 Transitional terms and conditions of employment
- 4 Determination of temporary lay-off
- 5 Deemed termination date
- 6 Mass termination provisions, notice
- 7 Severance
- 8 Length of employment
- 9 Commencement

**ONT. REG. 125/16—TIPS AND OTHER GRATUITIES**

- 1 Credit card charges
- 2 Commencement

**ONT. REG. 535/17—FAMILY MEDICAL LEAVE AND CRITICAL  
ILLNESS LEAVE**

- 1 Condition re family member
- 2 Revocation
- 3 Commencement

**ONT. REG. 477/18—NON-APPLICATION OF ACT**

- 1 Major junior ice hockey player
- 2 Commencement

**ONT. REG. 228/20—INFECTIOUS DISEASE EMERGENCY LEAVE**

- 1 Interpretation and application
- 2 Designated diseases
- 3 Entitlement start date
- 3.1 Prescribed leave, orders continued under the *Reopening Ontario (A Flexible Response to COVID-19) Act, 2020*
- 4 Prescribed leave, deemed leave
- 5 When employee not on leave

## TABLE OF CONTENTS

- 6 Reduction in hours, wages not a layoff
- 7 Reduction in hours, wages not a constructive dismissal
- 8 Complaint deemed not to have been filed
- 9 Reduction in hours of work, wages
- 10 Assignment employees
- 11 Prescribed date, entitlement to paid leave
- 12 Commencement

### **ONT. REG. 637/21—SECTION 50.1.1 OVERPAYMENT RECOVERY**

- 1 Overpayment recovery process
- 2 Order to repay overpayment
- 3 Limitation period
- 4 Review
- 5 Collections
- 6 Commencement

### **ONT. REG. 99/23—LICENSING—TEMPORARY HELP AGENCIES AND RECRUITERS**

- 0.1 Definition
  - 1 Meaning of “recruiter”
  - 2 Information and statements
  - 3 Fees
    - 3.1 Exemption re fees
  - 4 Security
    - 4.1 Exemption re security requirements
    - 4.2 Change in status—certain recruiter licences
    - 4.3 Issuance of licence
  - 5 Refusal to issue or renew licence
  - 6 Process for certain licence refusals
  - 7 Process for certain licence revocations and suspensions
  - 8 Public record
  - 9 Operation during application for review period—temporary help agencies
  - 10 Operation during application for review period—recruiters
  - 11 Application for review operates as stay
  - 12 Section 74.2 definitions
  - 13 Transition—temporary help agencies
  - 14 Transition—recruiters
  - 15 Omitted (provides for coming into force of provisions of this Regulation).

### **EMPLOYMENT PROTECTION FOR FOREIGN NATIONALS ACT, 2009**

**INTERPRETATION**

- 1 Interpretation
- 2 Acting as recruiter

**APPLICATION**

- 3 Application
  - § EPFN3:1 Commentary
  - § EPFN3:2 Case Law
- 4 Separate persons treated as one employer
  - § EPFN4:1 Commentary
  - § EPFN4:2 Case Law
- 5 No contracting out
- 6 Civil proceedings not affected

**PROTECTIVE MEASURES**

- 7 Prohibition against charging fees
  - § EPFN7:1 Commentary
  - § EPFN7:2 Case Law
- 7.1 Prohibition against using recruiters that charge fees
- 8 Prohibition against cost recovery by employers
  - § EPFN8:1 Commentary
- 9 Prohibitions against taking, retaining property
  - § EPFN9:1 Commentary
- 10 Prohibitions against reprisal
  - § EPFN10:1 Commentary
- 11 Duty to provide documents to foreign nationals
  - § EPFN11:1 Commentary
- 12 Director's duty to publish documents
  - § EPFN12:1 Commentary
- 13 Director's authority to publish names of offenders, etc.

**RECORD KEEPING**

- 14 Employer's duty to keep records
- 15 Recruiter's duty to keep records
- 16 Prohibition re record keeping

**LIABILITY OF DIRECTORS AND RECRUITERS**

- 17 Restricted application of ss. 18, 18.1 and 19
- 18 Directors' liability to repay fees, etc.
- 18.1 Recruiters' liability to repay fees, etc.
- 19 Indemnification, etc., of directors



## TABLE OF CONTENTS

### COMPLAINTS AND ENFORCEMENT

- 20 Complaints
  - § EPFN20:1 Case Law
- 21 Effect of filing complaint
- 22 Meetings required by employment standards officer
- 23 Settlement
- 24 Authority to make orders
- 25 Time limits on recovery
- 26 Refusal to issue order
- 27 Notice of contravention
- 28 Limitation period re orders, notices of contravention
- 29 OLRB review of order, etc.
- 30 OLRB review of notice of contravention
- 31 General provisions respecting the Board
- 32 Prescribed arrangements re collective agreements
  - § EPFN32:1 Commentary

### ADMINISTRATION AND ENFORCEMENT

- 33 Powers and duties of Director
- 34 Powers and duties of employment standards officers
- 35 Investigation and inspection powers
- 36 Warrants
- 37 Prohibitions re investigations and inspections
- 38 Posting of notices
- 39 Service of documents
- 40 Collections
  - § EPFN40:1 Commentary

### OFFENCES AND PROSECUTIONS

- 41 General offence
- 42 Limitation period, prosecution
- 43 Onus in prosecution for reprisal
- 44 Additional orders re reprisals, property
- 45 Additional orders re other contraventions
- 46 Offence re directors' liability
- 47 Offence re permitting offence by corporation
- 48 Where prosecution may be heard, etc.
  - § EPFN48:1 Commentary

### GENERAL

- 49 Copy constitutes evidence
- 50 Regulations
- 51 Amendments to the *Employment Standards Act, 2000*
- 52 Commencement

53 Short title

**O. REG. 348/15, EMPLOYER RECOVERY OF COSTS**

- 1 Exception to prohibition against cost recovery
- 2 Commencement

**O. REG. 47/10, PENALTIES**

- 1 Penalties re notices of contravention
- 2 Commencement

## **APPENDICES**

**Appendix A. OLRB Rules, Policies and Procedures**

- Appendix A1. Ontario Labour Relations Board Policy on Openness and Privacy
- Appendix A2. Ontario Labour Relations Board after Hours Practice
- Appendix A3. Ontario Labour Relations Board Accessibility Policy
- Appendix A4. Ontario Labour Relations Board Complaints Resolution Policy
- Appendix A5. Ontario Labour Relations Board Procedures on Access to Documents and Exhibits Contained in Board Adjudication Files—(Applicable to Proceedings Commenced Before June 30, 2019)
- Appendix A6. Tribunal Adjudicative Records Act, 2019
- Appendix A7. Ontario Labour Relations Board Travel Policy
- Appendix A8. Ontario Labour Relations Board Summons to Witness
- Appendix A9. Ontario Labour Relations Board Notice To the Community—Interpretation Services
- Appendix A10. Ontario Labour Relations Board Notice to the Community—Scheduling of Continuation Dates
- Appendix A11. Ontario Labour Relations Board Inclusive Language Policy
- Appendix A12. Ontario Labour Relations Board Notice to the Community
- Appendix A13. Ontario Labour Relations Board Filing Guide

## TABLE OF CONTENTS

Appendix A14.	Ontario Labour Relations Board—Rules of Procedure
Appendix A15.	Form A-103
Appendix A16.	Form-103A
Appendix A17.	Form A-104
Appendix A18.	Form A-114
Appendix A19.	Form A-115
Appendix A20.	Ontario Labour Relations Board Information Bulletin No. 24
Appendix A21.	Ontario Labour Relations Board Information Bulletin No. 24A
Appendix A22.	Ontario Labour Relations Board Information Bulletin No. 28
<b>Appendix B. Tribunal Adjudicative Records Act, 2019</b>	
Appendix B1.	Tribunal Adjudicative Records Act, 2019
Appendix B2.	Ont. Reg. 211/19—General
Appendix C.	<b>Bankruptcy and Insolvency Act</b>
<b>Appendix D. Wage Earner Protection Program Act</b>	
Appendix D1.	Wage Earner Protection Program Act
Appendix D2.	Can. Reg. 2008-222—Wage Earner Protection Program Regulations
Appendix WP.	Words and Phrases Judicially Considered
<b>Table of Cases</b>	
<b>Index</b>	