

TABLE OF CONTENTS
PART IV
EMPLOYMENT STANDARDS ACT

21. INTRODUCTION 21-1

22. GENERAL PROVISIONS 22-1

 22.1 Application of the Act 22-1

 22.2 Definitions 22-8.1

 (a) Employee..... 22-8.1

 (b) Employer..... 22-14.1

 (c) Employment Contract..... 22-16.1

 (d) Employment Standard 22-16.2

 (e) Establishment 22-16.2

 (f) Payroll 22-16.3

 (g) Severance Pay..... 22-17

 (h) Statutory Notice Period 22-17

 (i) Termination Pay 22-18

 (j) Wages 22-18

 22.3 No Contracting Out 22-20

 22.4 Greater Contractual Benefit Prevails 22-23

 22.5 Remedies 22-30

 (a) Civil Remedies Preserved 22-30

 (b) Unionized Employees 22-32

 22.6 Continuity of Employment on the Sale of a Business..... 22-32

 22.7 Related Businesses May be Treated as One Employer..... 22-40

 22.8 Liability of Corporate Officers, Directors and Agents..... 22-60

23. LEAVES OF ABSENCE 23-1

 23.1 Pregnancy Leave..... 23-2

 (a) Introduction..... 23-2

 (b) Qualifying and Applying for Pregnancy Leave..... 23-2

 (c) End of Pregnancy Leave 23-4

 23.2 Parental Leave..... 23-5

 (a) Introduction..... 23-5

 (b) Qualifying and Applying for Parental Leave 23-5

 (c) End of Parental Leave 23-7

 23.3 Family Medical Leave 23-12

 23.4 Organ Donor Leave 23-13

 23.5 Family Caregiver Leave 23-13

 23.6 Critically Ill Child Care Leave 23-14.1

 23.7 Crime-Related Child Death or Disappearance Leave 23-15

 23.8 Personal Emergency Leave 23-15

 23.9 Emergency Leave for Declared Emergencies..... 23-19

 23.10 Reservist Leave..... 23-19

 23.11 SARS-Related Leave 23-20

TABLE OF CONTENTS

23.12	Rights During Leaves of Absence	23-21
(a)	Introduction	23-21
(b)	Continued Participation in Benefit Plans	23-21
(c)	Deferred Vacation or Vacation Pay	23-22
(d)	Taking Leave in Weeks.....	23-22
(e)	Length of Employment	23-22
(f)	Reinstatement After Leave of Absence	23-22
(g)	Freedom from Reprisal.....	23-23
23.13	Jurisdiction of Employment Standards Officer to Enforce Compliance.....	23-24
23.14	Rights and Enforcement Pre- <i>Employment Standards Act, 2000</i>	23-26
(a)	Pregnancy Leave Entitlement	23-26
(b)	Parental Leave Entitlement.....	23-27
(c)	Rights and Entitlements During Leave	23-28
24.	TERMINATION OF EMPLOYMENT	24-1
24.1	Notice of Termination or Termination Pay	24-2
(a)	Introduction.....	24-2
(b)	Termination	24-2
(c)	Requirements for Termination of Fewer than 50 Employees.....	24-16
(d)	Requirements for Termination of 50 Employees or More	24-23
(e)	Termination Pay	24-26
(f)	Exceptions from Entitlement to Notice of Termination or Termination Pay	24-28
(g)	Definite Term or Specific Task.....	24-29
(h)	Reasonable Alternative Employment.....	24-33
(i)	Wilful Misconduct, Disobedience, or Wilful Neglect of Duty that is Not Trivial and Has Not Been Condoned by the Employer.....	24-36
(j)	Construction Employees.....	24-52.3
(k)	Election re Recall Rights.....	24-52.5
24.2	Notice of Termination or Termination Pay Pre- <i>Employment Standards Act, 2000</i>	24-52.7
(a)	Introduction.....	24-52.7
(b)	Advance Notice Required for Termination of Fewer than Fifty Employees.....	24-52.8
(c)	Advance Notice Required for Termination of Fifty Employees or More Within Four Weeks or Less.....	24-52.12
(d)	Employer Obligation in Default of Providing Advance Notice	24-52.12
(e)	Calculation of Wages for Employees Paid on a Basis Other Than Time or Whose Hours of Work are Variable	24-52.12(1)
(f)	Exceptions from Entitlement to Notice of Termination or Termination Pay	24-52.12(2)
(g)	Employee Obligation to Continue Employment Upon Receipt of Notice of Termination	24-52.12(4)
24.3	Severance Pay.....	24-52.12(5)
(a)	Introduction.....	24-52.12(5)

TABLE OF CONTENTS

(b) Severance.....	24-52.12(6)
(c) Entitlement to Severance Pay.....	24-52.12(7)
(d) Definite Term or Specific Task.....	24-52.15
(e) Reasonable Alternative Employment.....	24-52.15
(f) Wilful Misconduct, or Wilful Neglect of Duty that is Not Trivial and Has Not Been Condoned by the Employer	24-52.15
(g) Construction Employees.....	24-52.18
(h) Calculation of Severance Pay	24-52.20
(i) Election re Recall Rights.....	24-52.22
24.4 Severance Pay <i>Pre-Employment Standards Act, 2000</i>	24-52.22
(a) Introduction.....	24-52.23
(b) Criteria Governing Entitlement to Severance Pay.....	24-53
(c) Quantum of Severance Pay.....	24-59
(i) Calculating the Amount of Severance Pay	24-59
(ii) Severance Pay Payable Without Set-Off or Deduction	24-60
24.5 Employer Obligation to Make Payment Upon Termination <i>Pre-Employment Standards Act, 2000</i>	24-62
24.1 REPRISALS	24.1-1
24.1.1 Introduction.....	24.1-1
24.1.2 Anti-Reprisal Provisions	24.1-1
(a) General	24.1-1
(b) Reprisal by Client	24.1-8.1
(c) Remedies	24.1-9
(d) Court Ordered Payments.....	24.1-11
(e) Leaves of Absence.....	24.1-11
(f) Lie Detector Tests.....	24.1-13
(g) Retail Business Establishments.....	24.1-16
(h) <i>Pre-Employment Standards Act, 2000</i>	24.1-18
25. ADMINISTRATION AND ENFORCEMENT.....	25-1
25.1 Introduction.....	25-1
25.2 Employment Standards Claim.....	25-4
25.3 Limitation Periods	25-5
25.4 Settlement.....	25-8.1
25.5 Investigation by an Employment Standards Officer	25-9
(a) General	25-9
(b) Order to Pay Wages	25-17
(c) Order to Hire, Reinstate or Compensate.....	25-18.1
(d) Compliance Order.....	25-18.4
(e) Notice of Contravention	25-18.5
(f) Limitation Period for Issuing Orders and Notices	25-18.7
25.6 Reviews by the Ontario Labour Relations Board	25-19
(a) Review of an Employment Standards Officers' Decision	25-19
(b) Review of Notice of Contravention.....	25-30.4(2)
(c) Application to Void Settlement	25-30.5
(d) Practice and Procedure	25-30.9
(e) Referral by the Director.....	25-30.19

TABLE OF CONTENTS

25.6.1 Judicial Review.....25-31
25.7 Collection25-31
25.8 Offences and Prosecutions.....25-32
25.9 General Principles Applicable to Investigation and Adjudication.....25-33

APPENDICES

EMPLOYMENT STANDARDS ACT AND REGULATIONS A-1
Regulations..... A-97
INDEX..... INDEX-1