

INDEX

References are to section numbers unless otherwise indicated. The following abbreviations are used in this index:

- AEPA = *Agricultural Employees Protection Act, 2002*
CECBA = *Crown Employees Collective Bargaining Act, 1993*
EPFNA = *Employment Protection for Foreign Nationals Act, 2009*
ESA = *Employment Standards Act, 2000*
ESA IB24 = Ontario Labour Relations Board Information Bulletin No. 24 — Applications for Review under the *Employment Standards Act, 2000*
GSBRP = *Grievance Settlement Board Rules of Procedure*
HLDAA = *Hospital Labour Disputes Arbitration Act*
HRC = *Human Rights Code*
HRTOR = *Human Rights Tribunal of Ontario — Rules of Procedure*
LRA = *Labour Relations Act, 1995*
IB1 = Ontario Labour Relations Board Information Bulletin No. 1 — Certification of Trade Unions
IB2 = Ontario Labour Relations Board Information Bulletin No. 2 — Termination of Bargaining Rights under Section 63 of the *Labour Relations Act*
IB3 = Ontario Labour Relations Board Information Bulletin No. 3 — Vote Arrangements
IB4 = Ontario Labour Relations Board Information Bulletin No. 4 — Status Disputes in Certification Applications (Non-Construction)
IB5 = Ontario Labour Relations Board Information Bulletin No. 5 — Status Disputes in Termination Applications (Non-Construction)
IB6 = Ontario Labour Relations Board Information Bulletin No. 6 — Certification of Trade Unions in the Construction Industry Vote-based (S. 8) or Card-based (S. 128.1)
IB8 = Ontario Labour Relations Board Information Bulletin No. 8 — Vote Arrangements in the Construction Industry
IB9 = Ontario Labour Relations Board Information Bulletin No. 9 — Resolving Disputes in Certification Applications in the Construction Industry
IB10 = Ontario Labour Relations Board Information Bulletin No. 10 — Status Disputes in Termination Applications in the Construction Industry
IB11 = Ontario Labour Relations Board Information Bulletin No. 11 — Duty of Fair Representation Applications
IB12 = Ontario Labour Relations Board Information Bulletin No. 12 — The Duty of Fair Representation — What Does It Mean?
IB13 = Ontario Labour Relations Board Information Bulletin No. 13 — Duty of Fair Referral Applications
IB14 = Ontario Labour Relations Board Information Bulletin No. 14 — Unlawful Reprisal Applications and Referrals under Section 50 of the *Occupational Health and Safety Act*

Index

- IB18 = Ontario Labour Relations Board Information Bulletin No. 18 — Religious Exemption Applications
- IB19 = Ontario Labour Relations Board Information Bulletin No. 19 — Requests for Reconsideration
- IB20 = Ontario Labour Relations Board Information Bulletin No. 20 — Grievance Referrals in the Construction Industry
- IB21 = Ontario Labour Relations Board Information Bulletin No. 21 — Appeals of an Inspector's Order
- IB22 = Ontario Labour Relations Board Information Bulletin No. 22 — Application for Suspension of an Inspector's Order or Decision
- IB24 = Ontario Labour Relations Board Information Bulletin No. 24 — Application for Review under the *Employment Standards Act, 2000*
- IB25 = Ontario Labour Relations Board Information Bulletin No. 25 — Jurisdictional Disputes in the Construction Industry
- IB28 = Ontario Labour Relations Board Information Bulletin No. 28 — Applications for Review under the *Employment Protection for Foreign Nationals Act, 2009*
- IB30 = Ontario Labour Relations Board Information Bulletin No. 30 — Agreements re Adjournments *Sine Die*
- IB32 = Ontario Labour Relations Board Information Bulletin No. 32 — Resolving Disputes in Displacement and Termination Applications in the Construction Industry during the Construction Open Period
- IB33 = Ontario Labour Relations Board Information Bulletin No. 33 — Accreditation in the Construction Industry under S. 136 of the *Labour Relations Act, 1995*, (Non-ICI)
- IB36 = Ontario Labour Relations Board Information Bulletin No. 36 — Applications for Review of a Notice of Contravention under the *Ontario College of Trades and Apprenticeship Act, 2009*
- IB37 = Ontario Labour Relations Board Information Bulletin No. 37 — Video Hearings
- MLA = *Ministry of Labour Act*
- ODA = *Ontarians with Disabilities Act, 2001*
- OHSA = *Occupational Health and Safety Act*
- OLMA = *Ontario Labour Mobility Act*
- OLRBR = Ontario Labour Relations Board Rules of Procedure
- PEA = *Pay Equity Act*
- PEHTR = Pay Equity Hearings Tribunal Rules of Practice
- PSLRTA = *Public Sector Labour Relations Transition Act, 1997*
- PSOA = *Public Service of Ontario Act, 2006*
- RLA = *Rights of Labour Act*
- SFOA = *Smoke-Free Ontario Act, 2017*
- SMOA IB26 = Ontario Labour Relations Board Information Bulletin No. 26 — General
- WA = *Wages Act*
- WSIA = *Workplace Safety and Insurance Act, 1997*

Index

A

Agricultural Employees Protection Act, 2002

- complaints, AEPA 11
- employees' association, AEPA 6–10
- general, AEPA 12, 21, 22
- interpretation, AEPA 2–4
- *Labour Relations Act*, 1995, AEPA 18, 20
- *Ministry of Agriculture, Food and Rural Affairs Act*, AEPA 12, 13, 19
- purpose, AEPA 1
- rights of employees, AEPA 5–6, 8–10
- rights of employers, AEPA 7
- *Statutory Powers Procedure Act*, AEPA 13, 14
- tribunal, AEPA 11, 13–17

Arbitration

- appointment of arbitrator by Minister, LRA 48(4), (6)
- construction industry, residential sector, LRA 150.4(1)–(13); LRA Reg. 522/05
- Crown employees, CECBA 4, 5, 7, 29
- damages for unlawful strike/lock-out, LRA 103
- decisions, LRA 48(7)–(11)
- effect of decision, LRA 48(18)
- enforcement of decision, LRA 48(19)
- enforcement orders, LRA 48(15)
- extension of time, LRA 48(16)
- filing of arbitration awards, LRA Reg. 94/07, s. 1
- filing of Schedules of fees, LRA Reg. 94/07, s. 2
- first agreement, CECBA 5, 29; LRA 43; LRA RP 78–79, 82
- interim orders, LRA 48(13)
- non-application of Arbitration Act, LRA 43(26), 48(20)
- OHSА, reprisals, OHSА, 50(2)

- payment of arbitrators, LRA 48(6)
- penalty, substitution of, LRA 48(17)
- powers, LRA 48(12), (14)
- provision in collective agreement, LRA 48(1)–(3)
- referral to single arbitrator, LRA 49, 163.3(1)
- settlement officer, appointment, LRA 48(5)
- voluntary, CECBA 4; LRA 40

Asbestos

- Adoption of standard, OHSА Reg. 278/05, s.
- Advance notice of certain operations, OHSА Reg. 278/05, s. 11
- • • Type 1, Type 2 and Type 3 operations, OHSА Reg. 278/05, s. 12
- • • • Measures and procedures, OHSА Reg. 278/05, s. 14–16 and 18
- Air Samples, OHSА Reg. 278/05, Table 3
- Bulk Material Samples, OHSА Reg. 278/05, Table 1
- Definitions, OHSА Reg. 278/05, s. 1
- demolition, OHSА Reg. 278/05, s. 6
- designated substance, OHSА Reg. 490/09, s. 5
- employer other than owner, responsibility of, OHSА Reg. 278/05, s. 8
- equivalent measure or procedure, use of, OHSА Reg. 278/05, s. 23
- glove bag operations, OHSА Reg. 278/05, s. 17
- ongoing management in buildings, OHSА Reg. 278/05, s. 8
- owners, responsibility of, OHSА Reg. 278/05, s. 10
- instruction and training, OHSА Reg. 278/05, s. 18–20
- notice to inspector, OHSА Reg. 278/05, s. 24

Index

Asbestos (*cont'd*)

- respirators, OHS Reg. 278/05, s. 13 and Table 2
- Restrictions re sprayed material, insulation, sealants, OHS Reg. 278/05, s. 4
- Work reports, OHS Reg. 278/05, s. 21
- Workers, information for, OHS Reg. 278/05, s. 5
- Workers Register, OHS Reg. 278/05, s. 22

B

Bargaining rights, Certification

- application for, OLRBR 9, 25

Bargaining rights, Deemed Abandonment

- Sarnia Working Agreement, LRA Reg. 98/16

Bargaining Rights, Termination, *see* Termination of Bargaining Rights

Bargaining Unit

- appropriateness, LRA 9
- construction industry, LRA 128
- crafts unit, LRA 9(3)
- defined, LRA 1(1)
- dependent contractors, LRA 9(5)
- professional engineers, LRA 9(4)
- security guards, LRA 14

Biological or Chemical Agents, Control of Exposure to

- Definitions, OHS Reg. 833, s. 1
- Employer, obligations of, OHS Reg. 833, s. 3
- Exposure to hazardous biological or chemical agent, OHS Reg. 833, s. 8
- Measuring airborne concentrations, OHS Reg. 833, s. 6
- Occupational Exposure Limits, Ontario Table of, OHS Reg. 833, Table 1

- Protection from biological or chemical agents, OHS Reg. 833, s. 7.2
- Reasonably necessary measures, OHS Reg. 833, s. 3-4
- Respiratory protection program, OHS Reg. 833, s. 9-10
- Respirator requirements, OHS Reg. 833, s. 9-10

Board of Inquiry

- adjournment for view, HRC 39
- adjournment to examine documents, HRC 39
- appeal, HRC 42
- costs, HRC 41
- decision within 30 days, HRC 41
- generally, HRC 35
- hearing, HRC 39
- limitation on members, HRC 39
- opinion re authority/acquiescence, HRC 45
- orders, HRC 41
- parties, HRC 41
- parties, HRC 39
- reconsideration, HRC 37
- referral to, HRC 36

Building Services Providers

- application of legislation to new providers, ESA 75(1); ESA Reg. 287/01, s. 2
- continuity of employment, and, ESA 10
- defined, ESA 1(1); ESA Reg. 287/01, s. 1
- information requests, by possible new, ESA 77, 78; ESA Reg. 287/01, s. 3
- termination and severance pay obligations, ESA 75(2)-(4); ESA Reg. 287/01, s. 2
- use of information re employees, ESA 78
- vacation pay obligations, ESA 76

Index

C

Certification

- application for, LRA 6.1, 7, IB1, IB3, IB9
- • application for certification without a vote, LRA 128.1(1)–(26)
- • status disputes in, IB4
- • vote arrangements, IB3
- • • construction industry, IB8
- bargaining unit, *see* Bargaining Unit
- construction industry, IB6
- councils of trade unions, of, LRA 12
- disagreement with union estimate, LRA 8.1
- effect, LRA 62
- fraud, LRA 64
- prohibited unions, LRA 15
- representation vote, LRA 8, 10, OLRBR 11
- right of access, LRA 13
- rules of procedure, OLRBR 9, 25
- status disputes, LRA IB4
- subsequent application for, LRA 3
- timeliness, LRA 67
- where contravention of Act, LRA 11

Civil Servants, *see* public servants

Child, *see* Protecting Child Performers Act, 2015

Collective Agreements

- arbitration provision, LRA 48
- binding effect of, LRA 56, 57
- construction industry, LRA 130
- contents, LRA 45–52
- deduction/remittance of union dues, LRA 47
- defined, LRA 1(1)
- discrimination prohibited, LRA 54
- multiple agreements prohibited, LRA 55
- negotiation of, *see* Collective Bargaining
- operation of, LRA 53–61

- permissive provisions, LRA 51, 52
- prohibited, LRA 53
- provision against strikes/lock-outs, LRA 46
- recognition provision, LRA 45
- term of operation, LRA 58
- termination, LRA 58(3), (4)
- to be filed with Minister, LRA 90
- union security, LRA 51, 52

Collective Bargaining

- arbitration, *see* Arbitration
- conciliation board, *see* Conciliation Board
- conciliation officer, LRA 18, 20, 36
- Crown employees, CECBA 22–29
- Dispute Advisory Committee, LRA 39
- mandatory ratification vote, LRA 44
- mediator, LRA 19, 35
- notice of desire to bargain, *see* Notice of Desire to Bargain
- obligation to bargain, LRA 17
- ratification vote, LRA 41, 42, 44, 79.1
- special officer, LRA 38
- vote on employer's officer, LRA 42
- working conditions not to be altered, LRA 86

Conciliation Board

- appointment of members, LRA 21
- casting vote, LRA 32
- competency as witness, LRA 120
- construction industry, LRA 129(3), (4)
- duties, LRA 27
- Minister to be informed of first meeting, LRA 30
- notice to parties of appointment, LRA 23
- oath of office, LRA 26
- powers, LRA 33
- presentation of evidence, LRA 28(2)
- procedure, LRA 28

Index

- Conciliation Board (*cont'd*)
 - prohibited members, LRA 22
 - quorum, LRA 31
 - report, LRA 34
 - sittings, LRA 29
 - terms of reference, LRA 25
 - vacancies, LRA 24
- Conciliation Officer**, CECBA 35; LRA 18, 20, 36, 129(2)
- Construction Industry**
 - arbitration, residential sector, LRA 150.4(1)–(13); LRA Reg. 522/05
 - bargaining units, LRA 128
 - binding effect of collective agreement, LRA 138
 - Board, powers, LRA 166
 - certification, application for, IB8
 - collective agreement, LRA 130
 - conciliation board, LRA 129(3), (4)
 - conciliation officer, LRA 129(2)
 - Construction Projects, O. Reg. 213/91
 - Alternative methods and materials, OHS Reg 213/91, s. 3
 - Designation of project, OHS Reg 213/91, s. 4
 - Compressed air, work in
 - Air compressors, OHS Reg 213/91, s. 359–363
 - Air locks and work chambers, OHS Reg 213/91, s. 364–385
 - Communications, OHS Reg 213/91, s. 340–341
 - Decompression procedures, OHS Reg 213/91, s. 395–399
 - Fire prevention, OHS Reg 213/91, s. 342–345
 - General requirements, OHS Reg 213/91, s. 334–339
 - Lighting and electrical supply, OHS Reg 213/91, s. 346–349
 - Lock tenders, OHS Reg 213/91, s. 389–394
 - Medical locks, OHS Reg 213/91, s. 355–358
 - Medical requirements, OHS Reg 213/91, s. 351–354
 - Sanitation, OHS Reg 213/91, s. 350
 - Work periods and rest periods, OHS Reg 213/91, s. 386–388
 - Excavations
 - Entry and working alone, OHS Reg 213/91, s. 222–223
 - General requirements, OHS Reg 213/91, s. 230–233
 - Precautions concerning services, OHS Reg 213/91, s. 228
 - Protection of adjacent structures, OHS Reg 213/91, s. 229
 - Soil types, OHS Reg 213/91, s. 226–227
 - Support systems, OHS Reg 213/91, s. 234–242
 - General construction, OHS Reg 213/91, s. 20–221
 - Access at heights, OHS Reg 213/91, s. 125
 - Cables, slings and riggings, OHS Reg 213/91, s. 168–180
 - Cranes, hoisting and rigging, OHS Reg 213/91, s. 150–156
 - Demolition and damaged structures, OHS Reg 213/91, s. 212–221
 - Derricks, stiff-leg derricks and similar hoisting devices, OHS Reg 213/91, s. 166–167
 - Dust control, OHS Reg 213/91, s. 59–60
 - Electrical hazards, OHS Reg 213/91, s. 181–195.3
 - Elevating work platforms, OHS Reg 213/91, s. 143–149
 - Equipment, OHS Reg 213/91, s. 93–116

Index

- Construction Industry (*cont'd*)
- Explosive actuated fastening tool, OSHA Reg 213/91, s. 117–121
 - Explosives, OSHA Reg 213/91, s. 196–206
 - Fire safety, OSHA Reg 213/91, s. 52–58
 - Forms, formwork, falsework and re-shoring, OSHA Reg 213/91, s. 87–92
 - Heat, temporary, OSHA Reg 213/91, s. 49–51
 - Hot tar or bitumen roadtankers, OSHA Reg 213/91, s. 211
 - Housekeeping, OSHA Reg 213/91, s. 35–48
 - Hygiene, OSHA Reg 213/91, s. 28–30
 - Ladders, OSHA Reg 213/91, s. 78–85
 - Multi-point suspended work platforms, OSHA Reg 213/91, s. 142.1–142.8
 - Platforms, runways and ramps, OSHA Reg 213/91, s. 73–74
 - Protective clothing, equipment and devices, OSHA Reg 213/91, s. 21–27
 - Public way protection, OSHA Reg 213/91, s. 64–66
 - Roofing, OSHA Reg 213/91, s. 207–210
 - Rotary foundation drill rigs, OSHA Reg 213/91, s. 156.1–156.9
 - Scaffolds and work platforms, OSHA Reg 213/91, s. 126–136.0.1
 - Stairs and landings, OSHA Reg 213/91, s. 75–77
 - Suspended work platforms and boatswain's chairs, OSHA Reg 213/91, s. 136.1–142.06
 - Tower cranes, OSHA Reg 213/91, s. 157–165
 - Traffic control, OSHA Reg 213/91, 67–69.1
 - Welding and cutting, OSHA Reg 213/91, s. 122–124
 - Work areas, access to and egress from, OSHA Reg 213/91, s. 70–72
 - interpretation and application, OSHA Reg 213/91, s. 1-2
 - registration and notices, OSHA Reg 213/91, s. 5–7.1
 - tunnels, shafts, caissons and cofferdams
 - communications, OSHA Reg 213/91, s. 269–273
 - explosives, OSHA Reg 213/91, s. 317–328
 - facilities for workers, OSHA Reg 213/91, s. 260
 - fire protection, OSHA Reg 213/91, s. 248–259
 - first aid, OSHA Reg 213/91, s. 261–263
 - hoistways, OSHA Reg 213/91, s. 288–305
 - land requirements, OSHA Reg 213/91, s. 244
 - lighting and electricity supply, OSHA Reg 213/91, s. 274–277
 - notice, OSHA Reg 213/91, s. 245
 - rescue of workers, OSHA Reg 213/91, s. 265–268
 - shafts, OSHA Reg 213/91, s. 278–287
 - tunnels, OSHA Reg 213/91, s. 306–308
 - ventilation, OSHA Reg 213/91, s. 329–331
 - working alone and entry, OSHA Reg 213/91, s. 246–247
 - deemed abandonment of bargaining rights, LRA Reg. 105/01
 - definitions, LRA 1(1), 126
 - direction re unlawful agreements, LRA 108, 144(3), (4)
 - direction re unlawful lock-out, LRA 108, 144(2), (4)

Index

- Construction Industry (*cont'd*)
 - direction re unlawful strike, LRA 108, 144(1), (4)
 - employers' organizations
 - • application for accreditation, LRA 134, 136
 - • appropriateness of unit, LRA 135
 - • binding effect of collective agreement, LRA 138
 - • defined, LRA 126
 - • duty of fair representation, LRA 141
 - • effect of accreditation, LRA 137
 - • fees, LRA 143
 - • membership in, LRA 142
 - • termination of accreditation, LRA 139
 - grievances, LRA 133, LRA RP 143–164, IB20
 - ICI sector, *see* Province-Wide Bargaining
 - individual bargaining prohibited, LRA 140
 - jurisdictional disputes, IB25
 - non-construction employers, LRA 127.1, 127.2, LRA RP 142
 - notice of desire to bargain, LRA 129, 131
 - Ontario Construction Secretariat, LRA Reg 187/93
 - parent/local trade unions, LRA 146–150
 - project agreements, LRA 163.1, 163.5(10)
 - residential sector, LRA 150.1–150.6; LRA Reg. 522/05
 - rules of procedure, OLRBR 23–37
 - supply of employees during strike/lock-out, LRA 140(2)
 - termination of bargaining rights, LRA 132, IB8
- Council of Trade Unions**
 - certification, LRA 12
 - defined, LRA 1(1)
 - dissolution, LRA 61
- Crafts Unit**, LRA 9(3)
- Crown**, *see also* Crown Employees Collective Bargaining Act
 - Human Rights Code, HRC 26, 47
 - Labour Relations Act, LRA 4
 - Occupational Health and Safety Act, OHS 2(1), 65(2)
 - Pay Equity Act, PEA 1.1, 38
- Crown Employees**, *see* **Public Servants**
- Crown Employees Collective Bargaining Act**
 - alteration of working conditions, CECBA 15, 28
 - application, CECBA 7
 - bargaining units, CECBA 23
 - classification of employees, CECBA 51, 52
 - collective agreements
 - • one central agreements, CECBA 25
 - • separate agreements, CECBA 26
 - • term, CECBA 26
 - • term, CECBA 27
 - construction industry, CECBA 21
 - definitions, CECBA 21
 - definitions, CECBA 1(1), 22, 30, 53
 - essential services, *see* Essential Services
 - first collective agreement mediation-arbitration, CECBA 5, 29
 - Grievance Settlement Board, *see* Grievance Settlement Board
 - LRA, application of, CECBA 2–21
 - medication-arbitration, CECBA 9
 - notice of claim for damages, CECBA 17
 - OLRB, CECBA 18, 29, 24
 - orders by Board, CECBA 16
 - prescribed agencies, Crown as employer, CECBA Reg. 386/07
 - referral of grievance to single arbitrator, CECBA 8
 - regulations, CECBA 20
 - strike/lock-out

Index

- Crown Employees Collective Bargaining Act (*cont'd*)
 - • lawful, CECBA 28
 - • limitations, CECBA 13
 - • use of employees, emergency services, CECBA 41
 - • use of employees, essential services, CECBA 40
 - successor rights, CECBA 10
 - transitional provisions
 - • bargaining, CECBA 57
 - • bargaining agents, CECBA 55
 - • bargaining units, CECBA 54
 - • collective agreements, CECBA 56
 - • Grievance Settlement Board, CECBA 60
 - • Ontario Public Service Labour Relations Tribunal, CECBA 59
 - voluntary arbitration, CECBA 4

D

Defined Industries

- days free from work, ESA Reg. 159/05, s. 4
- definitions, ESA Reg. 159/05, s. 1, ESA Reg. 160/05, s. 1, ESA Reg. 390/05, s. 1, ESA Reg. 491/06, s. 1, ESA Reg. 502/06, s. 1, ESA Reg. 764/20, s. 1
- hours free from work, ESA Reg. 160/05, s. 4, ESA Reg. 390/05, s. 4, ESA Reg. 491/06, s. 4, ESA Reg. 502/06, s. 3
- non-application of, ss. 18–19
- terms and conditions of employment, ESA Reg. 159/05, ESA Reg. 160/05, ESA Reg. 491/06, ESA Reg. 502/06, ESA Reg. 390/05, ESA Reg. 398/09, ESA Reg. 764/20

Dependent Contractors, LRA 1(1), 9(5)

Designated Substances

- Acrylonitrile, OHS Reg. 490/09, s. 3

- Airborne measurement and calculation of exposure, OHS Reg. 490/09, Schedule 1
- Arsenic, OHS Reg. 490/09, s. 4
- Asbestos, OHS Reg. 490/09, s. 5
- Assessment and control program, OHS Reg. 490/09, s. 19–26
- Benzene, OHS Reg. 490/09, s. 6
- Coke oven emissions, OHS Reg. 490/09, s. 7
- Definitions, OHS Reg. 490/09, s. 1
- Employers, duties of, OHS Reg. 490/09, s. 15–18
- Exception (construction), OHS Reg. 490/09, s. 14
- Exposure Limits., OHS Reg. 490/09, Table 1
- Ethylene oxide, OHS Reg. 490/09, s. 8
- isocyanates, OHS Reg. 490/09, s. 9
- lead, OHS Reg. 490/09, s. 10
- medical examinations and clinical tests, OHS Reg. 490/09, s. 27–31
- mercury, OHS Reg. 490/09, s. 11
- respirators, assigned protection factor for, OHS Reg. 490/09, Schedule 2
- respiratory protection program, OHS Reg. 490/09, s. 26.1–26.5
- silica, OHS Reg. 490/09, s. 12
- vinyl chloride, OHS Reg. 490/09, s. 13

Director of Employment Standards

- acting, ESA 85(2)–(3)
- appointment, ESA 85(1)
- duties
 - • authorization/delegation of, ESA 88(3)–(4)
 - • collect penalties, ESA 137(5)
 - • distribute money held in trust, ESA 120(6)
 - • generally, ESA 88(1)
 - • hearings, respecting, ESA 88(9)
- powers

Index

- Director of Employment Standards (*cont'd*)
 - approve agreements re hours of work, ESA Reg. 285/01, s. 32
 - authorize collectors, ESA 127
 - authorize officers, ESA 88(3)
 - collection
 - file order, ESA 126
 - make third party demand, ESA 125
 - consent to prosecution, ESA 137(6)–(7)
 - determine interest rate, ESA 88(5)–(7)
 - establish policies, ESA 88(2)
 - generally, ESA 88(1)
 - hearing not required, ESA 88(9)
 - pay money, ESA 88(7)
 - refer matters to Board, ESA 121
 - use surplus interest, ESA 88(8)
 - residual, ESA 88(4)
 - Director of Labour Management Services**
 - defined, LRA 1(1)
 - Directors' Liability**
 - Employment Standards Act, 2000
 - application of Part, ESA 80
 - civil remedies protected, ESA 83
 - contracting out prohibited, ESA 82(1)
 - contribution from other directors, ESA 81(9)
 - “director” defined, ESA 79
 - indemnification of directors, ESA 82(2)
 - interest, ESA 81(8)
 - liability for wages
 - contribution from other directors, ESA 81(9)
 - employer primarily responsible, ESA 81(2)
 - generally, ESA 81(1)
 - holiday pay, ESA 81(5)
 - interest, ESA 81(8)
 - limitation periods, ESA 81(10)
 - maximum liability, ESA 81(7)
 - overtime wages, ESA 81(6)
 - vacation pay, ESA 81(4)
 - wages defined, ESA 81(3)
 - limitation periods, ESA 81(10)
 - maximum liability, ESA 81(7)
 - notices of contravention, and, ESA 113(8)
 - offence re, ESA 136
 - orders for payment of wages, ESA 106, 107
 - relief by contract prohibited, ESA 82(1)
 - Occupational Health and Safety Act, OHS Act 32
 - Workers' Compensation Act, WCA 162
- Disputes Advisory Committee, LRA 39**
- Diving Operations**
 - breathing mixtures, OHS Reg. 629/94, s. 25–31
 - constructors, duties of, OHS Reg. 629/94, s. 4.1–9
 - contaminated environments, OHS Reg. 629/94, s. 57
 - deep diving, OHS Reg. 629/94, s. 42–43
 - divers, duties of, OHS Reg. 629/94, s. 13
 - divers tenders, duties of, OHS Reg. 629/94, s. 14
 - diving records, OHS Reg. 629/94, s. 63–66
 - diving supervisors, duties of, OHS Reg. 629/94, s. 12
 - equivalency, OHS Reg. 629/94, s. 4
 - employers, duties of, OHS Reg. 629/94, s. 4.1–9
 - equipment, OHS Reg. 629/94, s. 15–24
 - communications, OHS Reg. 629/94, s. 19

Index

Diving Operations (*cont'd*)

- cranes and hoisting devices, OHSA Reg. 629/94, s. 20
- dive site equipment, OHSA Reg. 629/94, s. 17
- fall arrest systems, OHSA Reg. 629/94, s. 21
- gauges and metering equipment, OHSA Reg. 629/94, s. 24
- general, OHSA Reg. 629/94, s. 15
- hyperbaric chambers, OHSA Reg. 629/94, s. 23
- lifelines, OHSA Reg. 629/94, s. 18
- personal diving equipment, OHSA Reg. 629/94, s. 16
- stages and open (wet) bells, OHSA Reg. 629/94, s. 22
- medical procedures, OHSA Reg. 629/94, s. 32–35
- notice to ministry, method of giving, OHSA Reg. 629/94, s. 3
- owners, duties of, OHSA Reg. 629/94, s. 4.1–9
- special hazards, OHSA Reg. 629/94, s. 53–56.1
- submersible compression chambers, saturation chambers, atmospheric diving systems and remotely-operated (underwater) vehicles, OHSA Reg. 629/94, s. 44–52.1
- Surface-supplied diving, OHSA Reg. 629/94, s. 39–41
- S.C.U.B.A. diving, OHSA Reg. 629/94, s. 5
- standby divers, duties of, OHSA Reg. 629/94, s. 13

Duty of Fair Referral, LRA 75, IB13

Duty of Fair Representation, LRA 74, IB11, IB12

E

Eating Periods

- Director to prepare document re rights, ESA 21.1

- entitlement to, ESA 20; ESA Reg. 285/01, ss. 2, 4; ESA Reg. 390/05, s. 5, ESA Reg. 491/06, s. 5
- exemptions, ESA Reg. 285/01, ss. 2, 4, 11(3), 23
- payment not required, ESA 21

Employee, LRA 1(1)–(3)

Employees Collective Bargaining Act

- causing unlawful, LRA 83
- declaration re unlawful, LRA 100, 102
- defined, LRA 1(1)
- generally, LRA 79
- notice of claim for damages, LRA 103, 108
- provision against, in collective agreement, LRA 46
- reinstatement of employee, LRA 80
- saving, LRA 84
- unlawful, LRA 81, 83, 100, 102, 144

Employee Wage Protection Program (Discontinued)

- transitional provisions, ESA 142(1)

Employers, *see also* Unfair Practices

- one employer
- Employment Standards Act, 2000, ESA 4
- Labour Relations Act, LRA 1(4), (5)
- Pay Equity Act, PEA 2, 21.16; PEA Reg 396/93, s. 3

Employment Protection for Foreign Nationals Act, 2009

- administration, EPFNA 33–40
- application of Act, EPFNA 3
- civil proceedings, EPFNA 6
- complaints, EPFNA 20–32
- definitions, EPFNA 1
- liability, EPFNA 4
- of directors, EPFNA 17–19
- record keeping
- duty to keep records, EPFNA 14, 15

Index

- Employment Protection for Foreign Nationals Act, 2009 (*cont'd*)
 - offences and prosecution, EPFNA 41–48
 - • penalties, EPFNA Reg. 47/10
 - protective measures
 - • prohibitions
 - • • charging fees, EPFNA 7
 - • • cost recovery, EPFNA 8, EPFNA Reg. 348/15
 - • • reprisals, EPFNA 10
 - • • taking property, EPFNA 9
 - duty to provide documents, EPFNA 11
 - duty to publish documents, EPFNA 12
- Employers' Organization**, LRA 1(1), 6
- Employment Standards**
 - ambulance services, ESA Reg. 491/06
 - application
 - • agents, ESA 7
 - building services providers provisions, ESA 75; ESA Reg. 287/01
 - civil proceedings, ESA 8
 - contracting out, ESA 5
 - Crown bound, ESA 3.1
 - • • exception, ESA 4
 - defined industries, ESA Reg. 159/05, ESA Reg. 160/05, ESA Reg. 491/06, ESA Reg. 502/06, ESA Reg. 764/20, ESA Reg. 390/05, ESA 398/09
 - employees, prohibition on treating as if not, ESA 5.1
 - exemptions, ESA Reg. 285/01
 - non-application of Act, ESA Reg. 477/18
 - parties subject to Act, ESA 3; ESA Reg. 285/01; ESA Reg. 159/05, ESA Reg. 160/05
 - retail business establishments provisions, ESA 72; ESA Reg. 285/01, s. 10
 - • settlement by trade union binding, ESA 6
 - • separate persons treated as one employer, ESA 4
- automobile manufacturing, ESA Reg. 502/06
 - automobile sales sector, ESA Reg. 285/01, s. 28
- benefit plans, ESA 43–44, 60(1)(c), 60(4), 62; ESA Reg. 286/01
 - Board
 - • decision final, ESA 119(13)
 - • defined, ESA 1
 - • duties
 - • • give parties opportunity to make case, ESA 116(8)
 - limitation period for decisions, ESA 124(1)
 - • powers
 - • • affirm notice of contravention, ESA 122(5)
 - • • amend notice of contravention, ESA 122(5)
 - • • authorize settlement, ESA 120(1)
 - • • deal with orders, ESA 119(7)
 - • • determine practice and procedure on review, ESA 116(9)
 - • • designate group representatives, ESA 119(2)
 - • • direct labour relations officers, ESA 119(8)
 - • • general, ESA 119(6)–(7)
 - • • issue interim orders, ESA 119(10)–(11)
 - • • make rules of practice, ESA 118
 - • • order compensation for contravention, ESA 121(3)
 - • • order contravention to cease, ESA 121(3)
 - • • order payment of interest, ESA 119(12)
 - • • prescribe forms, ESA 118

Index

- Employment Standards (*cont'd*)
- referral of matters under Part XIII, on, ESA 121(3)–(4)
 - require posting of notices, ESA 119(4)–(5)
 - rescind notice of contravention, ESA 122(5)
 - review of notices of contravention, on, ESA 122(5)–(7)
 - review of orders, on, ESA 116(8), 118, 119
 - persons not compellable, ESA 123(1)
 - referral of matters under Part XIII
 - hearing, ESA 121(2)
 - review of orders
 - decision final, ESA 119(13)
 - duties of board, ESA 116(8)
 - money held in trust pending, ESA 117
 - period for applying, ESA 116(4)–(5)
 - extension prohibited, ESA 116(5)
 - parties, ESA 116(7)–(8)
 - powers of board, ESA 116(9), 118, 119
 - practice and procedure, ESA 116(9), 118
 - quorum, ESA 119(3)
 - re-institution of proceedings, ESA 124(2)
 - right to review, ESA 116(1)–(3), IB24
 - settlement, ESA 120
 - submissions, ESA 116(8)
 - termination of proceedings, ESA 124(1)–(2)
 - building services providers, *see* Building Services Providers
 - caregivers, IB28
 - Canada Labour Code, powers under, ESA 94
 - civil proceedings, ESA 8, 90, 97, 98, 109(3), 123(1)
 - collection
 - collectors
 - director may authorize, ESA 127
 - fees and disbursements, ESA 122(6), 127(3)–(5), 128(2)
 - powers of, ESA 128, 129
 - settlement by, ESA 129
 - fees and disbursements, ESA 122(6)
 - filing of order, ESA 126
 - third party demand, ESA 125
 - complaints
 - bar to civil proceedings, as, ESA 97
 - form, approved, ESA 96(1)–(2)
 - limitation period, ESA 96(3)
 - right to file, ESA 96(1)
 - where not permitted, ESA 98, 99(2)–(4)
 - continuity of employment
 - building services provider, new, ESA 10
 - sale of business, ESA 9
 - deductions from wages, ESA 13
 - defined industries, *see* Defined Industries
 - days free from work, ESA Reg. 159/05, s. 4
 - definitions, ESA Reg. 159/05, s. 1, ESA Reg. 160/05, s. 1, ESA Reg. 390/05, s. 1, ESA Reg. 491/06, s. 1, ESA Reg. 502/06, s. 1, ESA Reg. 764/20, s. 1
 - hours free from work, ESA Reg. 160/05, s. 4, ESA Reg. 491/06, s. 4, ESA Reg. 502/06, s. 3, ESA Reg. 390/05, s. 4
 - non-application of, ss. 18–19
 - terms and conditions of employment, ESA Reg. 159/05, ESA Reg. 160/05, ESA Reg. 390/05, ESA Reg. 491/06, ESA Reg. 502/06, ESA Reg. 398/09, ESA Reg. 764/20

Index

- Employment Standards (*cont'd*)
 - definitions, ESA 1
 - Director, *see* Director of Employment Standards
 - directors' liability, *see* Directors' Liability
 - domestic workers, ESA Reg. 285/01, ss. 1, 19
 - eating periods, ESA 20–21; ESA Reg. 285/01, ss. 2, 4, 23
 - election re recall rights, ESA 67, ESA Reg. 764/20, s. 4
 - enforcement
 - collection, *see* collection
 - collective agreement, under
 - Act enforceable as part of agreement, ESA 99(1)
 - arbitration
 - if arbitrator finds contravention, ESA 100
 - section 4 of the Act, and, ESA 101
 - complaint prohibited, ESA 99(2)–(4)
 - exceptions, ESA 99(5)–(6)
 - employee bound, ESA 99(3)–(4)
 - unfair representation, ESA 99(5)
 - complaints, ESA 96–98, 111
 - time limit on recovery, ESA 111
 - employment standards officer, by
 - compliance order, ESA 108
 - limitation period re orders and notices, ESA 114, 115
 - meeting
 - attendees, ESA 102(2)
 - documents, ESA 102(3)
 - notice, ESA 102(4)–(6)
 - power to require, ESA 102(1)
 - money paid when no review, ESA 109
 - notice of contravention, ESA 113
 - order against director, ESA 106, 107
 - order for compensation, ESA 104
 - order for reinstatement, ESA 104
 - order to pay wages, ESA 103, 105, 106, 107
 - refusal to issue order, ESA 110
 - settlements, ESA 112
 - time limit on recovery, ESA 111
 - labour relations officer, by
 - examination of records by, ESA 119(8)
 - inquiries by, ESA 119(8)
 - non-disclosure, duty of, ESA 123(2)
 - powers of, ESA 119(9)
 - notices of contravention
 - deemed contravention, ESA 113(5)–(6.1)
 - Director, application to, ESA 113(8)
 - filing of, ESA 126(4)
 - information, ESA 113(2)
 - other means not a bar, ESA 113(7)
 - power to issue, ESA 113(1)
 - prescribed penalties re, ESA Reg. 289/01, s. 1
 - review of, ESA 122
 - service, ESA 113(3)–(4)
 - settlement by collector, ESA 129(4)
 - trade union, application to, ESA 113(9)
 - reciprocal, ESA 130; ESA Reg. 289/01, s. 2
 - review of orders, ESA 116–120, IB24
 - settlements, ESA 112, 120, 129
 - Employment Protection for Foreign Nationals Act, 2009, IB28
 - equal pay for equal work, ESA 42
 - evidence

Index

- Employment Standards (*cont'd*)
- • certificate of collector constitutes, ESA 140(4)
 - • certificate of Director constitutes, ESA 140(3), (5)
 - • competency and compellability
 - • • board employees, ESA 123(1)
 - • • board members, ESA 123(1)
 - • • board registrar, ESA 123(1)
 - • • officers, ESA 90
 - • copy constitutes, ESA 91(10), 140(1)–(2)
 - • date of complaint, of, ESA 140(5)
 - • onus of proof, ESA 74(2), 122(4), 137(3)
 - • proof of consent to prosecution, ESA 137(7), 137.1(2)
 - • proof of service, ESA 103(7), (7.2), 113(4)
 - foreign nationals, EPFNA, +IB28
 - fruit harvesters, ESA Reg. 285/01, ss. 24–27
 - gratuities, tips and, ESA Reg. 125/16
 - homemakers, ESA Reg. 285/01, s. 11
 - homeworkers, *see* Homeworkers
 - hours of work, ESA 17–19; ESA Reg. 285/01, ss. 2, 4, 6, 21, 22, 23, 32, 32.1; ESA Reg. 160/05, s. 4
 - • Director to prepare document re rights, ESA 21.1
 - • three hour rule, ESA 21.2, ESA Reg. 285/01, s. 4.1
 - information technology professionals, ESA Reg. 285/01, ss. 1, 4(3)(b), 8
 - injunction proceeding, ESA 108(5)
 - leaves of absence
 - • bereavement, ESA 50.0.2
 - • child death, ESA 49.5
 - • crime-related child disappearance, ESA 49.6
 - • critical illness, ESA 49.4; ESA Reg. 535/17
 - • definitions, ESA 45
 - • domestic or sexual violence, ESA 49.7
 - • emergency, declared, ESA 50.1
 - • family caregiver, ESA 49.3
 - • family medical, ESA 49.1; Reg. 535/17
 - • family responsibility, ESA 50.0.1
 - • general provisions, ESA 51
 - • infectious disease, ESA 50.1, ESA Reg. 228/20
 - • organ donor, ESA 49.2
 - • parental, *see* Parental Leave
 - • pregnancy, *see* Pregnancy Leave
 - • reservist leave, ESA 50.2
 - • sick, ESA 50
 - lie detectors, *see* Lie Detectors
 - limitation period re orders and notices, ESA 114, 115
 - limitation period re offences, ESA 139
 - minimum wage, ESA 23; ESA Reg. 285/01, ss. 2, 5–7, 19, 20, 24, 25, 28
 - • change to, during pay period, ESA 23.0.1
 - mining industry, ESA Reg. 159/05
 - Minister
 - • delegation by, ESA 87
 - • duties
 - • • administer Act, ESA 84
 - • • appoint Director, ESA 85
 - • powers
 - • • delegation of, ESA 87
 - • • residual, ESA 87(2)
 - offences, *see* Offences
 - officers
 - • appointment, ESA 86
 - • assistance to, by custodian of record or thing, ESA 91(8)
 - • competency and compellability, ESA 90
 - • copy admissible in evidence, ESA 89(1)

Index

- Employment Standards (*cont'd*)
- duties
 - advise employee of refusal to issue order, ESA 110
 - follow policies, ESA 89(2)
 - generally, ESA 89(1)
 - identify self, ESA 91(5)
 - hearings, respecting, ESA 89(3)
 - provide receipt for record or thing removed, ESA 91(9)
 - provide written demand for record or thing, ESA 91(7)
 - return record or thing removed, ESA 91(9)
 - obstruction prohibited, ESA 91(11)–(13)
 - powers
 - amend notice of contravention, ESA 114(5)
 - amend order for compensation, ESA 114(4)
 - amend order to pay wages, ESA 114(4)
 - apply for warrant, ESA 92(1)
 - enter premises without warrant, ESA 91(1)–(3)
 - execute warrant, ESA 92(4)–(6)
 - generally, ESA 89(1), 91(6)
 - hearings, and, ESA 89(3)
 - investigate and inspect, ESA 91
 - issue notice of contravention, ESA 114
 - order compensation, ESA 104, 114(4)
 - order compliance, ESA 108
 - order payment of wages, ESA 103, 105, 106, 107, 114(4)
 - order reinstatement, ESA 104
 - post notice, ESA 93
 - require meeting, ESA 102(1)
 - rescind notice of contravention, ESA 114(5)
 - rescind order for compensation, ESA 114(4)
 - rescind order to pay wages, ESA 114(4)
 - use force, ESA 91(4)
 - prosecution of, ESA 137.1
 - refusal to issue order, ESA 110
 - review of notice of contravention, ESA 122
 - review of orders, ESA 116–120, IB24
 - organ donor leave, ESA 49.2
 - regulations, ESA 141 (2.0.1, 2.0.2)
 - overtime pay, ESA 22; ESA Reg. 285/01, ss. 2, 8, 11(3), 13
 - payment of wages, ESA 11
 - *Protecting a Sustainable Public Sector for Future Generations Act, 2019*, incorporated, ESA Part XXIX
 - public holidays, ESA 1, 24–31; ESA Reg. 285/01, ss. 2, 9, 24, 27
 - posting of information re rights and obligations, ESA 2
 - priority of claims, ESA 14
 - prosecutions, *see also* Offences
 - consent to
 - proof of, ESA 137(7), 137.1(2)
 - required, where, ESA 137(6), 137.1(1)
 - limitation period, ESA 139
 - venue, ESA 138
 - public transit services, ESA Reg. 390/05
 - reciprocal enforcement of orders, ESA 130; ESA Reg. 289/01, s. 2
 - records, ESA 15, 16, 90(2); ESA Reg. 285/01, ss. 11(3), 23
 - regulations, ESA 141
 - reprisal
 - offence and penalty, ESA 132, 133
 - onus of proof, ESA 74(2)
 - prohibition, ESA 74(1)
 - residential care workers, ESA Reg. 285/01, ss. 1, 20

Index

Employment Standards (*cont'd*)

- retail business establishments
- • application of part, ESA 72; ESA Reg. 285/01, s. 10
- • refusal of work
- • • notice of, ESA 73(3)
- • • right to refuse, ESA 73(1)–(2); ESA Reg. 285/01, s. 10
- review, application for, IB24
- service of documents, ESA 95
- settlements, ESA 112, 120, 129
- severance of employment, *see* Severance Pay
- statement re wages, ESA 12
- termination of employment, *see* Termination of Employment
- tips, gratuities and, ESA Reg. 125/16
- tobacco harvesters, ESA Reg. 285/01, ss. 24–27
- transitional provisions, ESA 142
- vacation with pay
- • building services providers, new, obligations of, ESA 76
- • multi-employer plans, ESA 39
- • right to vacation, ESA 33; ESA Reg. 285/01, ss. 2, 24, 26
- • timing of vacation, ESA 34; ESA IB1; IB3
- • vacation pay
- • • approval to forego vacation, ESA 41
- • • duty to pay, ESA 35–38; ESA Reg. 285/01, ss. 2, 24, 26
- • • if employment ends, ESA 38; IB3
- • • in trust, ESA 40
- • • payment during labour dispute, ESA 37
- • • when to pay, ESA 36
- vegetable harvesters, ESA Reg. 285/01, ss. 24–27
- warrant

- • duties and powers of executing officer, ESA 92(6)
- • expiry, ESA 92(2)
- • extension of time, ESA 92(3)
- • power to issue, ESA 92(1)
- • time of execution, ESA 92(6)
- • use of force in execution, ESA 92(4)
- wilderness guides, ESA Reg. 285/01, s. 6

Essential Services

- agenda of negotiation, CECBA 34
- application re meaningful bargaining, CECBA 42
- application to OLRB, CECBA 36
- burden of proof, CECBA 39
- conciliation officer, CECBA 35
- definitions, CECBA 30
- duty to bargain, CECBA 31(2)
- emergency, proof, CECBA 39(2)
- essential services agreement
- • amendment
- • contents of essential services parts, CECBA 32
- • defined, CECBA 30
- • duration, CECBA 37
- • enforcement, CECBA 38
- • replacement workers, CECBA 41.1
- • requirement of, CECBA 31(1)
- essential services, proof, CECBA 39(1)
- strikes/lock-outs, use of employees, CECBA 40–41.1
- when negotiation to begin, CECBA 33

F

Farm Safety Association Inc, OHSA 18

Farming Operations

- application of Act, OHSA Reg. 414/05, s. 1-2
- application of regulations, OHSA Reg. 414/05, s. 4

Index

Farming Operations (*cont'd*)

- generally, OHSa s. 3(2)
- joint health and safety committees, OHSa Reg. 414/05, s. 3

Fatalities, Critical Injuries and Occupational Illnesses

- application of O. Reg. 420/21 Notices and Reports Under Sections 51 to 53.1 of The Act — Fatalities, Critical Injuries, Occupational Illnesses and Other Incidents, OHSa Reg 420/21, s. 2
- definitions
 - critically injured, OHSa Reg 420/21, s. 1
 - medical attention, OHSa Reg 420/21, s. 1
- notices, OHSa Reg 420/21, s. 3–5
- electronic form, OHSa Reg 420/21, s. 7
- records, OHSa Reg 420/21, s. 6
- electronic form, OHSa Reg 420/21, s. 7
- reports, OHSa Reg 420/21, s. 3

Firefighters

- definitions, WSIA Reg. 253/07, s. 1
- diseases, prescribed, WSIA Reg. 253/07, s. 4
- heart injury, prescribed circumstances of, WSIA Reg. 253/07, s. 3
- cancers, conditions and restrictions relating to, WSIA Reg. 253/07, s. 5
- workers, WSIA Reg. 253/07, s. 2

Firefighters

- application of regulation, OHSa Reg. 714/94, s. 2
- chassis mounted aerial device, definition of, OHSa Reg. 714/94, s. 6(1)
- chassis mounted aerial devices, OHSa Reg. 714/94, s. 6
- firefighter, definition of, OHSa Reg. 714/94, s. 1
- fire trucks, OHSa Reg. 714/94, s. 7-8

- head injury hazard, OHSa Reg. 714/94, s. 4
- protective equipment, OHSa Reg. 714/94
- structural firefighting protection garments, OHSa Reg. 714/94, s. 5
- variation from standards, OHSa Reg. 714/94, s. 3

First Collective Agreement Mediation-Arbitration, CECBA 5, 29; LRA 43; LRA RP 67–71

Freeze Period, LRA 86

G

Grievance Settlement Board

- adjournment pending appeal of conviction/discharge, CECBA 48.1(2)
- agreement between parties, CECBA 50
- appointments, CECBA 47(4), (5)
- chair, exercise of powers by, CECBA 47(11)
- classification of employees, CECBA 51
- composition and administration, CECBA 47(1)–(3)
- continuation, CECBA 46
- costs of, CECBA 47(10)
- criminal conviction or discharge
 - adjournment to be granted pending appeal, CECBA 48.1(2)
 - considered conclusive evidence, CECBA 48.1(1)
- determination of matters, CECBA 49
- panel, CECBA 49(1), (2)
- powers following resignation, CECBA 47(6), (7)
- practice and procedure, CECBA 48, GSB RP
- remuneration and expenses, CECBA 47(8), (9)
- Rules of Procedure
 - case management, GSB RP, r. 8
 - consolidation, GSB RP, r. 3

Index

- Grievance Settlement Board (*cont'd*)
 - constitutional question, notice of, GSBRP, r. 7
 - days, meaning of, GSBRP, r. 6
 - disclosure, GSBRP, r. 4
 - hearings, written or electronic, GSBRP, r. 2
 - interim relief, GSBRP, r. 10 and Appendix A
 - language, GSBRP, r. 5
 - location of hearings, GSBRP, r. 1
 - transitional provisions, GSBRP, r. 9
 - single arbitrator, CECBA 49(3), (4)
 - term of appointments, CECBA 47(5)
 - transitional provisions, CECBA 60

H

Health and Safety, *see* Occupational Health and Safety

Holidays, *see* Public Holidays

Homemakers, ESA Reg. 285/01, s. 11

Homeworkers, ESA 1(1), 15(1)–(2), (6); ESA Reg. 285/01, s. 12

Hospital Labour Disputes Arbitration Act

- agreement, HLDAA 10
- application, HLDAA 2
- arbitration board
 - appointment, HLDAA 6
 - duty of, HLDAA 9
 - remuneration of, HLDAA 9.1
- arbitrator, appointment of, HLDAA 5
- *Crown Employees Collective Bargaining Act, 1993*, HLDAA 2(3)
- definitions, HLDAA 1
- existing proceedings, HLDAA 17
- *Labour Relations Act*, application of, HLDAA 2(2)
- lockouts, HLDAA 11
- procedure, HLDAA 18

- regulations, HLDAA 19
- rules of procedure, HLDAA Reg. 504/18
- strikes, HLDAA 11
- working conditions, alteration of, HLDAA 13

Hours of Work

- agreements concerning, ESA 17; ESA Reg. 285/01, ss. 32, 32.1
- child performers, PCP 11, PCP 18
- defined industries, in, ESA Reg. 160/05, s. 4, ESA Reg. 390/05, s. 4, ESA Reg. 491/06, s. 4, ESA Reg. 502/06, s. 3
- Directors' approvals, ESA Reg. 285/01, s. 32
- exemptions, ESA Reg. 285/01, ss. 2, 4
- exceptional circumstances, in, ESA 19
- hours free from work, ESA 18; ESA Reg. 285/01, ss. 21, 22, ESA Reg. 160/05, s. 4, ESA Reg. 390/05, s. 4, ESA Reg. 491/06, s. 4, ESA Reg. 502/06, s. 3
- limits on, ESA 17–19; ESA Reg. 285/01, ss. 32, 32.1
- when work deemed performed, ESA Reg. 285/01, s. 22

Human Rights Code

- acts of officers, HRC 45
- age discrimination, HRC 15
- announced intention to discriminate, HRC 13
- appeals, HRC 42
- board of inquiry, *see* Board of Inquiry
- Canadian citizenship, HRC 16
- certain products and young persons, HRC 20(4)
- Crown, HRC 10(1), 46
- disability, HRC 10(1), 24.1(2), 25
- discrimination because of association, HRC 12
- exemptions, HRC 14–22, 24

Index

- Human Rights Code (*cont'd*)
- gender identity and expression, OHRC 1–3, 5–7
 - government contracts, HRC 26
 - Legal Support Centre, HRC 45.11–45.18
 - hearing, *see* Board of Inquiry
 - minimum drinking age, HRC 20(2)
 - offences, HRC 44
 - Ontario Human Rights Commission
 - annual report, HRC 31
 - chair, HRC 27(3)
 - composition, HRC 27(1)
 - continuation, HRC 27(1)
 - divisions, HRC 27(6)
 - employees, HRC 27(5)
 - function, HRC 29
 - race relations division, HRC 28
 - remuneration, HRC 27(4)
 - responsible to Minister, HRC 27(2)
 - testimony in civil proceeding, HRC 30
 - provisions of Act to prevail, HRC 47(2)
 - reasonable / *bona fide*, qualifications, HRC 11(2), 24(2), 24.1
 - recreational clubs, HRC 20(3)
 - regulations, HRC 48
 - restriction of facilities by sex, HRC 20(1)
 - rights
 - accommodation, HRC 2, 4, 21
 - contracts, HRC 3, 22
 - employment, HRC 5, 23–26
 - pregnancy, HRC 10(2)
 - reprisals, HRC 8
 - services, HRC 1, 20, 22
 - sexual harassment, HRC 7
 - vocational association, HRC 6
 - separate school rights, HRC 19(1)
 - settlements, HRC 43
 - special interest organizations, HRC 18
 - special programs, HRC 14
 - teachers, HRC 19(2)
 - transitional provisions, HRC 49–57
 - vicarious liability, HRC 45
 - where no infringement, HRC 14–22, 24
- Human Rights Tribunal of Ontario — Rules of Procedure**
- accommodation, HRTOR A5
 - application and interpretation, HRTOR A1, A3
 - calculation of time, HRTOR 1.8–1.10
 - definitions, HRTOR A2
 - tribunal
 - powers, HRTOR A4
 - documents
 - delivery of, HRTOR 1.21–1.23
 - disclosure of, HRTOR 16
 - filing with, HRTOR 1.16–1.20
 - intervention, HRTOR 11
 - hearings, HRTOR
 - expedited, HRTOR 21
 - summary, HRTOR 19A
 - mediation, HRTOR 15, 15A
 - non-attendance, HRTOR 3.13
 - non-compliance with rules, HRTOR 5
 - participation of affected persons, HRTOR 3.14
 - reconsideration, HRTOR 26
 - remedies, HRTOR 23
 - request for an order during, HRTOR 19
 - stated case to divisional court, HRTOR 27
 - witnesses, disclosure of, HRTOR 17
- I**
- Industrial Disease Standards Panel,**
WCA 95
- Industrial Inquiry Commission, LRA 37**

Index

Inquiry, LRA 96, 97, 108

Instruction and Training, OHSA 42

L

Labour Relations Act

- agricultural employees, AEPA 18, 20
- Board, *see* Ontario Labour Relations Board
- competency as witness, LRA 120
- confidentiality, LRA 119
- construction industry, *see* Construction Industry
- cost of administration, LRA 124
- Crown bound/non bound, LRA 4
- definitions, LRA 1
- delegation, LRA 121
- documentary evidence, LRA 118
- enforcement, LRA 108, 122(3)
- grievance referrals, LRA 133, IB20
- information
 - collective agreements to be filed, LRA 91
 - indirect collection, LRA 95.1
 - officers, construction, LRA 91
 - publications, LRA 95
- inquiry, LRA 95
- inquiry, LRA 96, 97, 108
- mailed notices, LRA 122, 122.1
- non-application, LRA 3
- offences, *see* Offences
- proof of appointment/order/direction, LRA 121(2)
- purposes, LRA 2
- regulations, LRA 125
- service of process, LRA 94
- short title, LRA 169
- technical irregularities, LRA 123
- transitional matters, LRA Reg. 534/17

Labour Relations Officer

- defined, ESA 1(1); OHSA 1(1)

- enforcement by
 - examination of records by, ESA 119(8)
 - inquiries by, ESA 119(8)
 - non-disclosure, duty of, ESA 123(2)
 - powers of, ESA 119(9)

Lie Detectors

- consent to test by police, ESA 71
- definitions, ESA 68
- penalties where offence, ESA 132, 133(3)
- prohibitions
 - disclosure, ESA 70(2)
 - testing, ESA 70(1)
- right to refuse test, ESA 69, 71

Lock-Outs, *see also* Crown Employees Collective Bargaining Act

- causing unlawful, LRA 83
- declaration re unlawful, LRA 101, 102
- defined, LRA 1(1)
- generally, LRA 79, 79.1
- notice of claim for damages, LRA 103, 108
- provision against, in collective agreement, LRA 46
- saving, LRA 84
- unlawful, LRA 82

M

Mediation-Arbitration, CECBA 9; LRA 50(1)

Mediator, LRA 19, 35

Mines and Mining Plants

- electrical, OHSA Reg. 854, s. 155–180
- explosives, OHSA Reg. 854, s. 121–154
- fire protection, OHSA Reg. 854, s. 25–45
- first aid equipment, OHSA Reg. 854, Schedule
- general, OHSA Reg. 854, s. 1–24

Index

- Mines and Mining Plants (*cont'd*)
- haulage, OHS Reg. 854, s. 103–120
 - mechanical, OHS Reg. 854, s. 181–201
 - mine hoisting plant, OHS Reg. 854, s. 203–250
 - railroads, OHS Reg. 854, s. 202
 - workers, protection of, OHS Reg. 854, s. 55–102
 - working environment, OHS Reg. 854, s. 251–293.1
 - workplaces, access to, OHS Reg. 854, s. 46–54
- Minimum Wages**, ESA 23; ESA Reg. 285/01, ss. 2, 5, 7, 19, 20, 24, 25, 28
- change to, during pay period, ESA 23.0.1
- Ministry of Labour Act**
- definitions, MLA 1
 - Deputy Minister, MLA 3, 9(1)
 - duties, MLA 6
 - employees, MLA 4
 - general, MLA 2(1)
 - Industry and Labour Board, MLA 8, 9(2)
 - Minister, MLA 2(2), 5, 7, 9.1
 - offences, MLA 9(4), 9(5), 12
 - protection from personal liability, MLA 4.1
 - regulations, MLA 10
 - right of access, MLA 9(3)
 - stop-work orders, MLA 11
- N**
- Needle Safety**
- application of Reg. 474/07 Needle Safety, OHS Reg. 474/07, s. 2
 - emergencies, OHS Reg. 474/07, s. 5
 - exceptions, OHS Reg. 474/07, s. 5
 - risks to health, OHS Reg. 474/07, s. 5
 - safety-engineered needles
 - definition of, OHS Reg. 474/07, s. 1
 - provision of, OHS Reg. 474/07, s. 3
 - use of, OHS Reg. 474/07, s. 4
- Non-construction Employer**
- application of Act to, LRA 126.1
 - deemed, LRA 127
 - defined, LRA 126
 - grandparented, LRA 127.1(1)
 - termination, application for, LRA 127.2(1)
- Notice of Accident**, OHS 51(1), 52(1), 53, 53.1; OHS Reg. 67/93, ss. 5, 6, WCA 22, 133
- Notice of Contravention**
- deemed contravention, ESA 113(5)–(6.1)
 - Director, application to, ESA 113(8)
 - filing of, ESA 126(4)
 - information, ESA 113(2)
 - other means not a bar, ESA 113(7)
 - power to issue, ESA 113(1)
 - prescribed penalties re, ESA Reg. 289/01, s. 1
 - review of
 - Collector's fees and disbursements, ESA 122(6)
 - decision, ESA 122(5)
 - hearing, ESA 122(2)
 - onus, ESA 122(4)
 - parties, ESA 122(3)
 - powers of board, ESA 122(5)–(7)
 - right to apply for, ESA 122(1)
 - service, ESA 13(3)–(4)
 - settlement by collector, ESA 129(4)
 - trade union, application to, ESA 113(9)
- Notice of Desire to Bargain**
- construction industry, LRA 129, 131
 - generally, LRA 16
 - new collective agreement, LRA 59, 60, 122(4)

Index

O

Occupational Diseases, OHS A 52(2), (3);
WCA 134

Occupational Health and Safety

- access to health records, OHS A 63(2)
- administration costs, OHS A 22
- advisory committees, OHS A 21
- agency, *see* Workplace Health and Safety Agency
- appeals, OHS A 61, IB21
- application, OHS A 2–4
- Asbestos
 - • Adoption of standard, OHS A Reg. 278/05, s.
 - • Advance notice of certain operations, OHS A Reg. 278/05, s. 11
 - • • Type 1, Type 2 and Type 3 operations, OHS A Reg. 278/05, s. 12
 - • • • Measures and procedures, OHS A Reg. 278/05, s. 14–16 and 18
- Air Samples, OHS A Reg. 278/05, Table 3
- Bulk Material Samples, OHS A Reg. 278/05, Table 1
- Definitions, OHS A Reg. 278/05, s. 1
- demolition, OHS A Reg. 278/05, s. 6
- designated substance, OHS A Reg. 490/09, s. 5
- employer other than owner, responsibility of, OHS A Reg. 278/05, s. 8
- equivalent measure or procedure, use of, OHS A Reg. 278/05, s. 23
- glove bag operations, OHS A Reg. 278/05, s. 17
- ongoing management in buildings, OHS A Reg. 278/05, s. 8
- owners, responsibility of, OHS A Reg. 278/05, s. 10
- instruction and training, OHS A Reg. 278/05, s. 18–20
- • notice to inspector, OHS A Reg. 278/05, s. 24
- • respirators, OHS A Reg. 278/05, s. 13 and Table 2
- • Restrictions re sprayed material, insulation, sealants, OHS A Reg. 278/05, s. 4
- • Work reports, OHS A Reg. 278/05, s. 21
- • Workers, information for, OHS A Reg. 278/05, s. 5
- • Workers Register, OHS A Reg. 278/05, s. 22
- Biological or Chemical Agents, Control of Exposure to
 - • Definitions, OHS A Reg. 833, s. 1
 - • Employer, obligations of, OHS A Reg. 833, s. 3
 - • Exposure to hazardous biological or chemical agent, OHS A Reg. 833, s. 8
 - • Measuring airborne concentrations, OHS A Reg. 833, s. 6
 - • Occupational Exposure Limits, Ontario Table of, OHS A Reg. 833, Table 1
 - • Protection from biological or chemical agents, OHS A Reg. 833, s. 7.2
 - • Reasonably necessary measures, OHS A Reg. 833, s. 3–4
 - • Respiratory protection program, OHS A Reg. 833, s. 9–10
 - • • Respirator requirements, OHS A Reg. 833, s. 9–10
- Board member or officer
- testimony in civil proceedings, OHS A 20
- child performers, PCP 23–25
- codes of practice
 - • approval of, OHS A 32.2
 - • definitions, OHS A 32.1
 - • effect of approved, OHS A 32.4
 - • publication of approval, OHS A 32.3

Index

- Occupational Health and Safety (*cont'd*)
 - consultation on industrial hygiene testing, OHS Act 11
 - confined spaces, OHS Act Reg. 629/05, 632/05
 - Construction Projects, O. Reg. 213/91
 - Alternative methods and materials, OHS Act Reg 213/91, s. 3
 - Designation of project, OHS Act Reg 213/91, s. 4
 - Compressed air, work in
 - Air compressors, OHS Act Reg 213/91, s. 359–363
 - Air locks and work chambers, OHS Act Reg 213/91, s. 364–385
 - Communications, OHS Act Reg 213/91, s. 340–341
 - Decompression procedures, OHS Act Reg 213/91, s. 395–399
 - Fire prevention, OHS Act Reg 213/91, s. 342–345
 - General requirements, OHS Act Reg 213/91, s. 334–339
 - Lighting and electrical supply, OHS Act Reg 213/91, s. 346–349
 - Lock tenders, OHS Act Reg 213/91, s. 389–394
 - Medical locks, OHS Act Reg 213/91, s. 355–358
 - Medical requirements, OHS Act Reg 213/91, s. 351–354
 - Sanitation, OHS Act Reg 213/91, s. 350
 - Work periods and rest periods, OHS Act Reg 213/91, s. 386–388
 - Excavations
 - Entry and working alone, OHS Act Reg 213/91, s. 222–223
 - General requirements, OHS Act Reg 213/91, s. 230–233
 - Precautions concerning services, OHS Act Reg 213/91, s. 228
 - Protection of adjacent structures, OHS Act Reg 213/91, s. 229
 - Soil types, OHS Act Reg 213/91, s. 226–227
 - Support systems, OHS Act Reg 213/91, s. 234–242
 - General construction, OHS Act Reg 213/91, s. 20–221
 - Access at heights, OHS Act Reg 213/91, s. 125
 - Cables, slings and riggings, OHS Act Reg 213/91, s. 168–180
 - Cranes, hoisting and rigging, OHS Act Reg 213/91, s. 150–156
 - Demolition and damaged structures, OHS Act Reg 213/91, s. 212–221
 - Derricks, stiff-leg derricks and similar hoisting devices, OHS Act Reg 213/91, s. 166–167
 - Dust control, OHS Act Reg 213/91, s. 59–60
 - Electrical hazards, OHS Act Reg 213/91, s. 181–195.3
 - Elevating work platforms, OHS Act Reg 213/91, s. 143–149
 - Equipment, OHS Act Reg 213/91, s. 93–116
 - Explosive actuated fastening tool, OHS Act Reg 213/91, s. 117–121
 - Explosives, OHS Act Reg 213/91, s. 196–206
 - Fire safety, OHS Act Reg 213/91, s. 52–58
 - Forms, formwork, falsework and re-shoring, OHS Act Reg 213/91, s. 87–92
 - Heat, temporary, OHS Act Reg 213/91, s. 49–51
 - Hot tar or bitumen roadtankers, OHS Act Reg 213/91, s. 211
 - Housekeeping, OHS Act Reg 213/91, s. 35–48
 - Hygiene, OHS Act Reg 213/91, s. 28–30
 - Ladders, OHS Act Reg 213/91, s. 78–85

Index

- Occupational Health and Safety (*cont'd*)
- Multi-point suspended work platforms, OSHA Reg 213/91, s. 142.1–142.8
 - Platforms, runways and ramps, OSHA Reg 213/91, s. 73–74
 - Protective clothing, equipment and devices, OSHA Reg 213/91, s. 21–27
 - Public way protection, OSHA Reg 213/91, s. 64–66
 - Roofing, OSHA Reg 213/91, s. 207–210
 - Rotary foundation drill rigs, OSHA Reg 213/91, s. 156.1–156.9
 - Scaffolds and work platforms, OSHA Reg 213/91, s. 126–136.0.1
 - Stairs and landings, OSHA Reg 213/91, s. 75–77
 - Suspended work platforms and boatswain’s chairs, OSHA Reg 213/91, s. 136.1–142.06
 - Tower cranes, OSHA Reg 213/91, s. 157–165
 - Traffic control, OSHA Reg 213/91, 67–69.1
 - Welding and cutting, OSHA Reg 213/91, s. 122–124
 - Work areas, access to and egress from, OSHA Reg 213/91, s. 70–72
 - interpretation and application, OSHA Reg 213/91, s. 1–2
 - registration and notices, OSHA Reg 213/91, s. 5–7.1
 - tunnels, shafts, caissons and cofferdams
 - communications, OSHA Reg 213/91, s. 269–273
 - explosives, OSHA Reg 213/91, s. 317–328
 - facilities for workers, OSHA Reg 213/91, s. 260
 - fire protection, OSHA Reg 213/91, s. 248–259
 - first aid, OSHA Reg 213/91, s. 261–263
 - hoistways, OSHA Reg 213/91, s. 288–305
 - land requirements, OSHA Reg 213/91, s. 244
 - lighting and electricity supply, OSHA Reg 213/91, s. 274–277
 - notice, OSHA Reg 213/91, s. 245
 - rescue of workers, OSHA Reg 213/91, s. 265–268
 - shafts, OSHA Reg 213/91, s. 278–287
 - tunnels, OSHA Reg 213/91, s. 306–308
 - ventilation, OSHA Reg 213/91, s. 329–331
 - working alone and entry, OSHA Reg 213/91, s. 246–247
 - copies of reports/orders, OSHA 64
 - Crown bound, OSHA 2(1)
 - Crown liability of, OSHA 65(2)
 - declaration against constructor, OSHA 46
 - definitions, OSHA 1(1)
 - delegation of powers, OSHA 5
 - Designated Substances
 - Acrylonitrile, OSHA Reg. 490/09, s. 3
 - Airborne measurement and calculation of exposure, OSHA Reg. 490/09, Schedule 1
 - Arsenic, OSHA Reg. 490/09, s. 4
 - Asbestos, OSHA Reg. 490/09, s. 5
 - Assessment and control program, OSHA Reg. 490/09, s. 19–26
 - Benzene, OSHA Reg. 490/09, s. 6
 - Coke oven emissions, OSHA Reg. 490/09, s. 7
 - Definitions, OSHA Reg. 490/09, s. 1
 - Employers, duties of, OSHA Reg. 490/09, s. 15–18

Index

- Occupational Health and Safety (*cont'd*)
 - • Exception (construction), OSHA Reg. 490/09, s. 14
 - • Exposure Limits, OSHA Reg. 490/09, Table 1
 - • Ethylene oxide, OSHA Reg. 490/09, s. 8
 - • isocyanates, OSHA Reg. 490/09, s. 9
 - • lead, OSHA Reg. 490/09, s. 10
 - • medical examinations and clinical tests, OSHA Reg. 490/09, s. 27–31
 - • mercury, OSHA Reg. 490/09, s. 11
 - • respirators, assigned protection factor for, OSHA Reg. 490/09, Schedule 2
 - • respiratory protection program, OSHA Reg. 490/09, s. 26.1–26.5
 - • silica, OSHA Reg. 490/09, s. 12
 - • vinyl chloride, OSHA Reg. 490/09, s. 13
 - Directors, OSHA 1(1), 6
 - Diving Operations
 - • breathing mixtures, OSHA Reg. 629/94, s. 25–31
 - • constructors, duties of, OSHA Reg. 629/94, s. 4.1–9
 - • contaminated environments, OSHA Reg. 629/94, s. 57
 - • deep diving, OSHA Reg. 629/94, s. 42–43
 - • divers, duties of, OSHA Reg. 629/94, s. 13
 - • divers tenders, duties of, OSHA Reg. 629/94, s. 14
 - • diving records, OSHA Reg. 629/94, s. 63–66
 - • diving supervisors, duties of, OSHA Reg. 629/94, s. 12
 - • equivalency, OSHA Reg. 629/94, s. 4
 - • employers, duties of, OSHA Reg. 629/94, s. 4.1–9
 - • equipment, OSHA Reg. 629/94, s. 15–24
 - • • communications, OSHA Reg. 629/94, s. 19
 - • • cranes and hoisting devices, OSHA Reg. 629/94, s. 20
 - • • dive site equipment, OSHA Reg. 629/94, s. 17
 - • • fall arrest systems, OSHA Reg. 629/94, s. 21
 - • • gauges and metering equipment, OSHA Reg. 629/94, s. 24
 - • • general, OSHA Reg. 629/94, s. 15
 - • • hyperbaric chambers, OSHA Reg. 629/94, s. 23
 - • • lifelines, OSHA Reg. 629/94, s. 18
 - • • personal diving equipment, OSHA Reg. 629/94, s. 16
 - • • stages and open (wet) bells, OSHA Reg. 629/94, s. 22
 - • medical procedures, OSHA Reg. 629/94, s. 32–35
 - • notice to ministry, method of giving, OSHA Reg. 629/94, s. 3
 - • owners, duties of, OSHA Reg. 629/94, s. 4.1–9
 - • special hazards, OSHA Reg. 629/94, s. 53–56.1
 - • submersible compression chambers, saturation chambers, atmospheric diving systems and remotely-operated (underwater) vehicles, OSHA Reg. 629/94, s. 44–52.1
 - • Surface-supplied diving, OSHA Reg. 629/94, s. 39–41
 - • S.C.U.B.A. diving, OSHA Reg. 629/94, s. 5
 - • standby divers, duties of, OSHA Reg. 629/94, s. 13
 - • duties
 - • • constructor, OSHA 23
 - • • directors/officers, OSHA 32
 - • • employers, OSHA 25, 26, 41(2), OSHA Reg. 67/93, ss. 8, 9
 - • • licensees, OSHA 24
 - • • owners, OSHA 29

Index

- Occupational Health and Safety (*cont'd*)
- Office of the Worker and Employer Advisor, OHSa 50.1
 - project owners, OHSa 30
 - supervisor, OHSa 27
 - suppliers, OHSa 31
 - workers, OHSa 28
 - electrical equipment, OHSa Reg. 67/93, ss. 62–72
 - enforcement, OHSa 54–65
 - entry into barricaded area, OHSa 58
 - entry into dwellings, OHSa 54(2)
 - equipment, OHSa Reg. 67/93, ss. 44–61
 - Farming Operations
 - application of Act, OHSa Reg. 414/05, s. 1-2
 - application of regulations, OHSa Reg. 414/05, s. 4
 - generally, OHSa s. 3(2)
 - joint health and safety committees, OHSa Reg. 414/05, s. 3
 - Fatalities, Critical Injuries and Occupational Illnesses
 - application of O. Reg. 420/21 Notices and Reports Under Sections 51 to 53.1 of The Act — Fatalities, Critical Injuries, Occupational Illnesses and Other Incidents, OHSa Reg 420/21, s. 2
 - definitions
 - critically injured, OHSa Reg 420/21, s. 1
 - medical attention, OHSa Reg 420/21, s. 1
 - notices, OHSa Reg 420/21, s. 3–5
 - electronic form, OHSa Reg 420/21, s. 7
 - records, OHSa Reg 420/21, s. 6
 - electronic form, OHSa Reg 420/21, s. 7
 - reports, OHSa Reg 420/21, s. 3
 - Firefighters
 - application of regulation, OHSa Reg. 714/94, s. 2
 - chassis mounted aerial device, definition of, OHSa Reg. 714/94, s. 6(1)
 - chassis mounted aerial devices, OHSa Reg. 714/94, s. 6
 - firefighter, definition of, OHSa Reg. 714/94, s. 1
 - fire trucks, OHSa Reg. 714/94, s. 7-8
 - head injury hazard, OHSa Reg. 714/94, s. 4
 - protective equipment, OHSa Reg. 714/94
 - structural firefighting protection garments, OHSa Reg. 714/94, s. 5
 - variation from standards, OHSa Reg. 714/94, s. 3
 - footwear, OHSa 25.1
 - funding of certain agencies, OHSa 19
 - hazardous materials, Workplace Hazardous Materials Information System (WHMIS), OHSa Reg. 860
 - health and safety representative, OHSa 8
 - health care and residential facilities, OHSa Reg. 67/93
 - heating, OHSa Reg. 67/93, s. 21
 - hygiene facilities, OHSa Reg. 67/93, ss. 28–32
 - immunity, OHSa 65
 - industrial establishments, OHSa Reg. 851
 - injunctions, OHSa 60
 - inspectors
 - appeals from orders of, OHSa 61, IB21
 - appointment, OHSa 6(1)
 - assistance to, OHSa 62(2), (3)
 - certificate of appointment, OHSa 7
 - consultation with workers, OHSa 54(4)
 - defined, OHSa 1(1)

Index

- Occupational Health and Safety (*cont'd*)
- entry into dwellings, OHS 54(2)
 - investigation of work stoppage, OHS 43(7)–(9)
 - obstruction of, OHS 62(1)
 - orders, OHS 55, 57
 - powers, OHS 54
 - reimbursement of costs by employer, OHS 46(8)
 - representative to accompany, OHS 54(3), (5)
 - seizure of documents, OHS 56, 56.1
 - suspension of order or decision, IB22
 - testimony in civil proceedings, OHS 63(3)
 - warrants, investigative techniques, OHS 56
 - instruction and training, OHS 42
 - joint health and safety committee, OHS 9
 - exemptions from requirements, OHS Reg. 385/96
 - lighting, OHS Reg. 67/93, ss. 22–27
 - measures and procedures, duty to establish, OHS Reg. 67/93, ss. 8, 9
 - medical emergencies, OHS 63(5)
 - Mines and Mining Plants
 - electrical, OHS Reg. 854, s. 155–180
 - explosives, OHS Reg. 854, s. 121–154
 - fire protection, OHS Reg. 854, s. 25–45
 - first aid equipment, OHS Reg. 854, Schedule
 - general, OHS Reg. 854, s. 1–24
 - haulage, OHS Reg. 854, s. 103–120
 - mechanical, OHS Reg. 854, s. 181–201
 - mine hoisting plant, OHS Reg. 854, s. 203–250
 - railroads, OHS Reg. 854, s. 202
 - workers, protection of, OHS Reg. 854, s. 55–102
 - working environment, OHS Reg. 854, s. 251–293.1
 - workplaces, access to, OHS Reg. 854, s. 46–54
 - monitoring devices, OHS 62(4)
 - Needle Safety
 - application of Reg. 474/07 Needle Safety, OHS Reg. 474/07, s. 2
 - emergencies, OHS Reg. 474/07, s. 2
 - exceptions, OHS Reg. 474/07, s. 5
 - risks to health, OHS Reg. 474/07, s. 5
 - safety-engineered needles
 - definition of, OHS Reg. 474/07, s. 1
 - provision of, OHS Reg. 474/07, s. 3
 - use of, OHS Reg. 474/07, s. 4
 - noise, OHS Reg. 281/15
 - notice of compliance, OHS 59
 - notices, OHS 51–53.1, OHS Reg. 67/93, ss. 5, 6
 - obstruction, OHS 62
 - occupational health and safety adjudicator, OHS 20
 - offences, *see also* Offences
 - Oil and Gas — Offshore
 - application of Reg. 855 Oil and Gas — Offshore, OHS Reg. 855, s. 2-3
 - definitions, OHS Reg. 855, s. 1
 - general requirements, OHS Reg. 855, s. 21–53
 - notice to Minister, OHS Reg. 855, s. 5
 - preparation, OHS Reg. 855, s. 12–20
 - rigs, OHS Reg. 855, s. 54–100
 - worker, minimum age of, OHS Reg. 855, s. 4
 - order for inspections, OHS 55

Index

- Occupational Health and Safety (*cont'd*)
 - orders of non-compliance, OHSA 57
 - owner as constructor, OHSA 1(3)
 - personal protective equipment, OHSA Reg. 67/93, ss. 10–15
 - powers under federal legislation, OHSA 22.1
 - premises, OHSA Reg. 67/93, ss. 16–18
 - preservation of wreckage, OHSA 51(2)
 - Prevention Council, OHSA 22.2
 - Chief Prevention Officer, OHSA 22.3
 - refusal to work, *see* Refusal to Work
 - regulation, OHSA 70
 - reprisals, OHSA 50
 - restricted spaces, OHSA Reg. 67/93, s. 42
 - Roll-Over Protective Structures
 - application of O. Reg. 856 Roll-Over Protective Structures, OHSA Reg. 856, s. 2
 - definitions, OHSA Reg. 856, s. 1
 - machines, use or operation of, OHSA Reg. 856, s. 3
 - exception re skidders used in logging, OHSA Reg. 856, s. 4
 - restraining devices, OHSA Reg. 856, s. 6
 - roll-over protective structures, OHSA Reg. 856, s. 5
 - seizure of documents/things, OHSA 56, 56.1
 - self-employed persons, OHSA 4
 - ship under repair, OHSA 1(2)
 - summary from WCB, OHSA 12
 - teachers, OHSA 3(3) and OHSA Reg. 857, s. 1–3, OHSA Reg. 857
 - toxic substances, *see* Toxic Substances
 - training programs
 - occupational health and safety awareness program, OHSA Reg. 297/13
 - standards, OHSA 7.1–7.6
 - transfer of safety associations, OHSA 18
 - unlawful reprisal, OHSA 50, IB14
 - university academics and teaching assistants, OHSA Reg. 858
 - ventilation, OHSA Reg. 67/93, ss. 19–20
 - Window Cleaning
 - alternative methods and materials, OHSA Reg. 859, s. 3
 - application of O. Reg. 859 Window Cleaning, OHSA Reg. 859, s. 2
 - definitions, OHSA Reg. 859, s. 1
 - electrical hazards, OHSA Reg. 859, s. 32–35
 - employers, duties of, OHSA Reg. 859, s. 42–45
 - ladders and related equipment, OHSA Reg. 859, s. 17–20
 - miscellaneous equipment, OHSA Reg. 859, s. 36–38
 - owner of building, duties of, OHSA Reg. 859, s. 39–42
 - registration, reporting and notice requirements, OHSA Reg. 859, s. 4–7
 - supervisors, duties of, OHSA Reg. 859, s. 42–45
 - safety precautions and requirements, OHSA Reg. 859, s. 8–16
 - scaffolds, boatswain's chairs and related equipment, OHSA Reg. 859, s. 21–31
 - workers, duties of, OHSA Reg. 859, s. 42–45
 - work surfaces, OHSA Reg. 67/93, ss. 33–41
 - worker trades committee, OHSA 10
 - Workplace Hazardous Materials Information System (WHMIS), OHSA Reg. 860
 - X-Ray Safety
 - analytic x-ray equipment, OHSA Reg. 861, s. 18
 - animals, diagnostic examination of, OHSA Reg. 861, s. 16

Index

- Occupational Health and Safety (*cont'd*)
- application of Reg. 861 X-ray Safety, OHS Reg. 861, s. 2-3
 - cabinets, OHS Reg. 861, s. 17
 - definitions, OHS Reg. 861, s. 1
 - dose, OHS Reg. 861, s. 10
 - dose equivalent, OHS Reg. 861, Schedule
 - dosimeters, OHS Reg. 861, s. 12
 - designation of competent person, OHS Reg. 861, s. 8
 - effective dose equivalent, OHS Reg. 861, Schedule
 - employer, duties of, OHS Reg. 861, s. 9, 12
 - industrial radiography or fluoroscopy, OHS Reg. 861, s. 15
 - installation or use, OHS Reg. 861, s. 6
 - measures or procedures, OHS Reg. 861, s. 11
 - notice, OHS Reg. 861, s. 7
 - registration, OHS Reg. 861, s. 5
 - variation, OHS Reg. 861, s. 19
 - workers, OHS Reg. 861, s. 4
 - workplaces, OHS Reg. 861, s. 4
- Offences**
- Employment Standards Act, 2000
 - contravention of Act, ESA 132, 135
 - directors' liability, offence re, ESA 136
 - false documents, keeping/making/producing, ESA 131(1)
 - false records, keeping/making/producing, ESA 131(1)
 - general offence, ESA 132, 135
 - limitation period, ESA 139
 - permitting offence by corporation, offence re, ESA 137
 - reinstatement, order for, offence re, ESA 134
 - reprisal, ESA 74, 132, 133
 - additional orders, ESA 133(1)
 - lie detectors, ESA 133(3)
 - reinstatement or compensation, ESA 133(2)
 - Human Rights Code, HRC 44
 - Labour Relations Act
 - consent of Board, LRA 109
 - defence of failure to receive documents, LRA 122(3)
 - generally, LRA 104
 - information, LRA 105
 - parties to offence, LRA 106
 - style of prosecution, LRA 107(1)
 - vicarious responsibility, LRA 107(2)
 - Occupational Health and Safety Act
 - defence, OHS 66(3)
 - evidence, OHS 67(1)
 - Limitation period, OHS 69
 - penalties, OHS 66(1), (2)
 - place of trial, OHS 68(1)
 - Provincial judge required, OHS 68(2)
 - service of orders/decisions, OHS 67(2)
 - vicarious liability, OHS 66(4)
 - Pay Equity Act, PEA 26
- Oil and Gas — Offshore**
- application of Reg. 855 Oil and Gas — Offshore, OHS Reg. 855, s. 2-3
 - definitions, OHS Reg. 855, s. 1
 - general requirements, OHS Reg. 855, s. 21-53
 - notice to Minister, OHS Reg. 855, s. 5
 - preparation, OHS Reg. 855, s. 12-20
 - rigs, OHS Reg. 855, s. 54-100
 - worker, minimum age of, OHS Reg. 855, s. 4
- Ontarians with Disabilities Act, 2001 [Repealed]**
- accessibility

Index

Ontarians with Disabilities Act, 2001

[Repealed] (*cont'd*)

- advisory committee, ODA 12
- advisory council of Ontario, ODA 19
- directorate of Ontario, ODA 20
- guidelines for plans and policies, ODA 18
- joint plans, ODA 17
- Ministry plans, ODA 10
- municipal plans, ODA 11
- agencies, ODA 16
- definition of, ODA 2
- complimentary amendments
 - Election Act, ODA 24
 - Election Finances Act, ODA 25
 - Highway Traffic Act, ODA 26
 - Human Rights Code, ODA 27
 - Legislative Assembly Act, ODA 28
 - Municipal Act, ODA 29
 - Municipal Elections Act, 1996, ODA 30
 - Planning Act, ODA 31
 - Social Housing Reform Act, ODA 32
- disability, definition of, ODA 2
- existing legal obligations, ODA 3
- government
 - buildings, ODA 4
 - capital programs, funded, ODA 9
 - employees, ODA 8
 - applications for employment, ODA 8(2)
 - training, ODA 8(3)
 - goods and services, ODA 5
 - municipal, ODA 13
 - internet sites, ODA 6
 - publications, ODA 7
- public transportation organisations, ODA 14
- purpose, ODA 1
- scheduled organisations, ODA 15

Ontario Labour Mobility Act, 2009

- agreement on internal trade
- definition, OLMA 2
- recovery of amounts, OLMA 21–24
- certification requirements, OLMA 8–10
- Labour Mobility Code, OLMA 7–13
 - conflicts with, OLMA 14–15
- enforcement, OLMA 16–24
- Monitor
 - private Acts, OLMA 3(1)
 - public Acts, OLMA 3(2)
 - reviews and requests by, OLMA 16–17
- occupational standards, OLMA 12–13
- out-of-province certification, OLMA 9
- penalties, OLMA 18–19
- purpose, OLMA 1
- regulations, OLMA 25–27
- residency not required, OLMA 8

Ontario Labour Relations Board

- Canada Labour Code, powers under, LRA 118.1
- complaints, LRA 99
- Crown employees, CEBCA 18, 19
- death or incapacity of member, LRA 110(12)
- declaration re unlawful lock-out, LRA 101, 102, 108
- declaration re unlawful strike, LRA 100, 102, 108
- employment standards, and, *see* Employment Standards
- expedited proceedings, OLRBR 41
- findings of hearing-officer conclusive, LRA 114(3)
- generally, LRA 110
- interim orders, LRA 98
- jurisdiction, LRA 114
- mistakes in names of parties, LRA 112
- OHSA, reprisals, OHSA 50(3)–(8)
- orders not subject to review, LRA 116

Index

- Ontario Labour Relations Board (*cont'd*)
 - powers, LRA 111
 - proof of status of trade union, LRA 113
 - public service, and, *see* Public Service Act
 - reference of questions, LRA 115
 - requests for reconsideration, IB19
 - rules of procedure
 - application, OLRBR 1
 - applications
 - certification, OLRBR 9
 - construction industry, OLRBR 24–25
 - delivery and filing, OLRBR 7
 - duty of fair representation, OLRBR 16
 - *Employment Standards Act, 2000*, OLRBR 21
 - first collective agreement arbitration, OLRBR 12
 - interim order, OLRBR 19
 - jurisdictional disputes (non-construction), OLRBR 13
 - *Occupational Health and Safety Act*, OLRBR 22
 - *Ontario College of Trades and Apprenticeship Act, 2009*, review of notice of contravention, OLRBR 22A
 - *Public Sector Labour Relations Transitions Act, 1997*, OLRBR 20
 - sale of a business/related employer, OLRBR 15
 - successor rights (trade union), OLRBR 14
 - termination of bargaining rights, OLRBR 10, 26, 27
 - commencement of proceedings, OLRBR 6
 - construction industry, OLRBR 23–37
 - certification, applications for, OLRBR 25
 - filing and delivering, OLRBR 24
 - grievance referrals, OLRBR 30–37, IB20
 - jurisdictional disputes, OLRBR 28
 - termination of bargaining rights, applications for, OLRBR 26, 27
 - definitions, OLRBR 1
 - documents, delivery and filing, OLRBR 8
 - forms, OLRBR part IX
 - general matters, OLRBR 1–5
 - hearings, procedure and administration, OLRBR 38–41
 - ministerial or director references, OLRBR 17
 - non-compliance, OLRBR 2
 - reconsideration, request, OLRBR 18
 - *Tribunal Adjudicative Records Act, 2019*, OLRBR 42–45
 - testimony in civil proceedings, LRA 117
 - Ontario Public Service Employee Union**, CECBA 24
 - Ontario Public Service Labour Relations Tribunal**, CECBA 59
- ### P
- Parental Leave**, *see also* Pregnancy Leave
 - commencement, ESA 48(2)–(3), (6)
 - early termination of, ESA 49(2)–(3)
 - employee not returning, ESA 49(4)–(5)
 - end of, ESA 49
 - entitlement, ESA 48(1)
 - length of employment, and, ESA 52
 - notice, ESA 48(4)–(6)
 - restriction if pregnancy leave taken, ESA 48(3)
 - reinstatement, ESA 53
 - rights during, ESA 51
 - vacation conflict and, ESA 51.1
 - Pay Equity Act**
 - adjustments to be equal, PEA 9(3)

Index

- Pay Equity Act (*cont'd*)
 - application, PEA 3
 - complaints, PEA 22, 23
 - copies, admissibility, PEA 35(7)
 - Crown as employer, PEA 1.1, PEA Reg. 387/07
 - Crown bound, PEA 38
 - definitions, PEA 1(1)
 - duty, generally, PEA 7
 - entry into dwellings, PEA 35
 - exceptions, PEA 8
 - hearings
 - decision not to deal with complaint, PEA 23(4)
 - generally, PEA 25(1)
 - objection to plan, PEA 17(1)
 - orders, PEA 25(2), (3)
 - orders of review officers, PEA 24(6)
 - parties, PEA 32
 - Hearings Tribunal
 - death/incapacity of member, PEA 29.1
 - exclusive jurisdictions, PEA 30
 - generally, PEA 28
 - orders, PEA 25(2), (3)
 - powers/duties, PEA 29
 - reference to, PEA 24(5), 25(1.1)
 - testimony in civil proceedings, PEA 31
 - implementation
 - application, PEA 11
 - changed circumstances, PEA 14.1, 14.2
 - comparison of job classes, PEA 12
 - deemed compliance, PEA 13(11)
 - first adjustments, PEA 13(4)
 - hearing, PEA 17(1)
 - investigation by review officer, PEA 16
 - mandatory posting date, defined, PEA 10
 - maximum adjustments, PEA 13(6), (7)
 - objections to plan, PEA 16(4), (5), 17(1)
 - pay equity plans, PEA 13
 - plan binding, PEA 13(9)
 - plan to prevail, PEA 13(10)
 - posting to plan, PEA 16(3), 17(2)
 - retroactivity of adjustments, PEA 16(6), 17(3)
 - sale of business, PEA 13.1
 - subsequent adjustments, PEA 13(5)
 - transitional (existing) plan, PEA 13(7.1)–(7.3)
 - where bargaining units not present, PEA 15
 - where bargaining units present, PEA 14
 - intimidation prohibited, PEA 9(2)
 - investigation of complaints, PEA 23
 - job classes, PEA 1(1), (5)–(7)
 - job-to-job method of comparison, PEA 5.1, 6
 - limitations on maintaining, PEA Reg. 491/93
 - male job classes used as comparison, PEA Reg. 491/93
 - number of employees, reference to, PEA 1(4)
 - offences, PEA 26
 - orders by review officers, PEA 24
 - orders of Tribunal, PEA 25(2), (3)
 - parties to proceedings, PEA 32
 - Pay Equity Commission, PEA 27, 31
 - Pay Equity Office, PEA 33
 - posting of documents, PEA 1(2), (3)
 - posting of notice, PEA 7.1
 - prescribed bodies, Crown as employer, PEA Reg. 387/07
 - proportional value method of comparison

Index

- Pay Equity Act (*cont'd*)
- adjustments, minimum amount, PEA 21.2(2)–(4)
 - amended plans, PEA 21.4
 - application, PEA 21.1(1)
 - bargaining unit employees, PEA 21.8
 - contents of plan, PEA 21.6
 - credit for payments, PEA 21.10(5)
 - date of first adjustments, PEA 21.10
 - deemed compliance, PEA 21.10(4)
 - general principles, PEA 21.3
 - non-bargaining unit employees, PEA 21.9
 - plan binding, PEA 21.5(1)
 - plan to prevail, PEA 21.5(2)
 - posting to plan, PEA 21.7
 - transitional (existing) plan, PEA 21.1(2), 21.10(5)
 - when required, PEA 21.2(1)
 - where comparison impossible, PEA 21.2(5), (6)
 - public sector, PEA Sch. 1
 - purpose, PEA 4
 - reduction of compensation prohibited, PEA 9(1)
 - reference to Tribunal, PEA 24(5), 25(1.1)
 - regulations, PEA 36
 - retroactive compensation adjustment, PEA 16(6), 17(3), 25(5)
 - review of Act, PEA 37
 - review officers
 - designation, PEA 34(1)
 - duties, PEA 34(2)
 - investigation of complaints, PEA 23
 - investigation to effect settlement, PEA 16
 - obstruction, PEA 35(5), (6)
 - orders, PEA 24
 - powers, PEA 34(3)
 - procedure, PEA 34(4)
 - search warrants, PEA 35(2)–(4)
 - settlements, PEA 25.1
 - single employer, PEA 2
 - systemic gender discrimination, PEA 4(2), 21.13
- Pay Equity Hearing Tribunal Rules of Practice**
- accommodation services, PEHTR 8–9
 - adjournments
 - generally, PEHTR 73–77
 - *sine die*, PEHTR 78
 - anonymous employees, PEHTR 29–31
 - applications, PEHTR 10–15
 - constitutional question, notice of, PEHTR 48
 - documents, disclosure and production of, PEHTR 57–62
 - enforcement of decisions, PEHTR 84
 - French language services, PEHTR 7
 - general provisions, PEHTR 1–3
 - hearings
 - generally, PEHTR 63–67
 - written and electronic, PEHTR 68–72
 - interveners, PEHTR 32–36
 - mediation, PEHTR 45–47
 - notice, PEHTR 37–39
 - pre-hearing conferences, PEHTR 40–44
 - prosecution, consent to institute, PEHTR 85, 86
 - reconsideration of decisions, PEHTR 79–83
 - representative withdrawing from proceedings, PEHTR 6
 - reply, PEHTR 21–22
 - responses, PEHTR 16–20
 - service and filing, PEHTR 23–28
 - summons, PEHTR 49–51
 - time
 - calculation of, PEHTR 4
 - extending or abridging, PEHTR 5
 - witnesses, PEHTR 52–56

Index

Performer, *see* Protecting Child Performers Act, 2015

Political Activity — Crown Employees

- defined, PSOA 72
- general prohibition, PSOA 77
- grievance rights, PSOA 104
- leave of absence, PSOA 80
- Ontario Labour Relations Board, PSOA 104
- penalty, PSOA 99
- restricted category, PSOA 85
- right not to engage, PSOA 87

Pregnancy Leave

- commencement, ESA 46(2)
- early termination of, ESA 47(2)–(3)
- employee not returning, ESA 47(4)–(5)
- end of, ESA 47
- entitlement, ESA 46(1)
- length of employment, and, ESA 52
- notice, ESA 46(4)–(6)
- reinstatement, ESA 53
- rights during, ESA 51
- vacation conflict and, ESA 51.1

Professional Engineers, LRA 1(1), 9(4)

Protecting Child Performers Act, 2015

- application of, PCP 2, 9, 16
- • no contracting out, PCP 3
- definitions, PCP 1
- disclosure of work requirements to parent or guardian, PCP 4
- enforcement, PCP 26
- income protection, PCP 8
- live entertainment industry
- • hours of work, PCP 18–19
- • prohibition on child performers under two and a half years old, PCP 17
- • supervision of child performer, PCP 20–22
- occupational health and safety

- • healthy food, PCP 25
- • right to refuse work, PCP 24
- • training, PCP 23
- purpose of Act, PCP 2
- recorded entertainment industry
- • child performers' co-ordinator, PCP 15
- • hours of work, PCP 11–13
- • parental accompaniment, PCP 14
- • prohibition on employing child under 15 days old, PCP 10
- regulations, PCP 27
- travel, PCP 6
- tutoring, PCP 7
- written employment agreement required, PCP 5

Province-Wide Bargaining

- accreditation of employer bargaining agency, LRA 155, 157
- application for certification, LRA 158
- bargaining agency not to act in bad faith, LRA 167
- certification after representation vote, LRA 160
- certification of employee bargaining agency, LRA 154, 156
- corporation to facilitate bargaining, LRA 168
- deemed abandonment of bargaining rights, LRA Reg. 105/01
- deemed provisions in provincial agreements re hiring, LRA 163.5
- deemed recognition of bargaining agents, LRA 151(2)
- definition, LRA 151
- designation of employee bargaining agency, LRA 153, 156
- designation of employer bargaining agency, LRA 153, 157
- determination of questions, LRA 166
- election of employer re hiring, LRA 163.5

Index

- Province-Wide Bargaining (*cont'd*)
- expiry of provincial agreement, LRA 162(3)
 - only one agreement, LRA 162
 - project agreement, LRA 163.1–163.1.1
 - provincial agreement amendments, LRA 163.2–163.4
 - provincial agreement binding, LRA 161(3)–(5), 163
 - provincial agreement default provisions re hiring, LRA 163.5
 - representation vote, LRA 159, OLRBR 11
 - strikes/lock-outs, LRA 163.5(8), 164, 165
 - termination of collective agreements, LRA 161
 - voluntary recognition agreements, LRA 158(3), (4)
- Public Holidays**, ESA 1, 24–31; ESA Reg. 285/01, ss. 2, 9, 24, 27, 29
- Public Sector Labour Relations Transition Act, 1997**
- administration and enforcement
 - • Arbitration Act, 1991, PSLRTA 38
 - • Ontario Labour Relations Board, PSLRTA 37
 - alterations to bargaining units, etc., after the changeover date
 - • agreement re: change of bargaining agents, PSLRTA 21
 - • agreement re: change to bargaining units, PSLRTA 20
 - • application to Board, PSLRTA 27
 - • continued and composite agreements, PSLRTA 24
 - • grievance provisions, PSLRTA 26
 - • order re change of bargaining agents, PSLRTA 23
 - • order re change to bargaining units, PSLRTA 20
 - • restriction re certification applications, PSLRTA 28
 - • seniority provisions, PSLRTA 25
 - application
 - • application in other circumstances, PSLRTA 10
 - • application of the Act, PSLRTA Reg. 458/97
 - • children's aid societies, PSLRTA 8.1
 - • Crown bound, PSLRTA 11
 - • health service providers, PSLRTA 8
 - • Labour Relations Act, 1995, PSLRTA 13
 - • limited application re sale of a business, PSLRTA 12
 - • local boards of the new city, PSLRTA 5
 - • municipal sector, PSLRTA 3
 - • new City of Toronto, PSLRTA 4
 - • new Toronto Hydro-Electric Commission, PSLRTA 6
 - • school sector, PSLRTA 7
 - construction work, PSLRTA Reg. 457/97
 - general
 - • conflict, PSLRTA 39
 - • regulations, PSLRTA 40
 - interpretation
 - • definitions, PSLRTA 2
 - • purposes, PSLRTA 1
 - partial integration, PSLRTA 19.1–19.6
 - • bargaining units, PSLRTA 19.2
 - • duty to bargain, PSLRTA 19.5
 - • interest arbitrations, PSLRTA 19.6
 - prescribed percentage (subsection 23(11.1), PSLRTA Reg. 136/16
 - replacing collective agreements
 - • agreement to replace composite agreement, PSLRTA 29
 - • application of section 43 of the Labour Relations Act, 1995, PSLRTA 32
 - notice to bargain, continued agreements, PSLRTA 31

Index

- Public Sector Labour Relations Transition Act, 1997 (*cont'd*)
 - order to replace composite agreement, PSLRTA 30
 - seniority of employees in a bargaining unit
 - determination of, PSLRTA Reg. 10/99
 - mandatory rules for determining seniority, PSLRTA 33
 - order after notice to bargain, PSLRTA 35
 - order re replacement agreement, PSLRTA 34
 - requirements after sale of a business, PSLRTA 36
 - status of collective agreements, etc., on the changeover date
 - bargaining rights under other Acts, PSLRTA 17
 - bargaining units, PSLRTA 14
 - collective agreements, PSLRTA 15
 - right to strike or lock-out, PSLRTA 19
 - successor employer, hiring employees, PSLRTA 16
 - termination of certain proceedings, PSLRTA 18
 - transitional matters re applications under s. 9, PSLRTA Reg. 258/19
- Public Service of Ontario Act, 2006**
 - appointment
 - by the Public Service Commission, PSOA 32–46
 - to work in a minister’s office, PSOA 47–51
 - conflict of interest rules for public servants
 - ministers’ offices, PSOA Reg. 382/07
 - ministry, PSOA Reg. 381/07
 - disclosing and investigating wrongdoing
 - disclosure procedures, PSOA 111–115
 - five-year review, PSOA 149
 - Integrity Commissioner
 - disclosure to, PSOA 116–121
 - duty to inform discloser, PSOA 134–138
 - investigation by, PSOA 122–128
 - public reports, PSOA 130–133
 - report, PSOA 129
 - interpretation and application, PSOA 108–110
 - penalties, prohibitions and offences, PSOA 143–145
 - protection from reprisals, PSOA 139–142
 - provision of legal services, PSOA 147
 - dismissal without cause, PSOA Reg. 380/07
 - ethical conduct
 - application of rules, PSOA 56
 - ethics executive, PSOA Reg. 383/07
 - ministers’ offices, PSOA 66–69
 - ministries and public bodies, PSOA 57–65
 - penalty, PSOA 70
 - interpretation and application, PSOA 2–4
 - oaths and affirmations, PSOA 5–7, PSOA Reg. 373/07
 - political activity
 - election to office, PSOA 100–102
 - interpretation, PSOA 72–73
 - penalty, PSOA 72–73
 - protection from reprisals, PSOA 103–106
 - rules for public servants, PSOA 74–98
 - ministers’ offices, PSOA 94–98
 - most, PSOA 74–84
 - specially restricted, PSOA 85–93
 - public bodies and Commission public bodies

Index

- Public Service of Ontario Act, 2006 (*cont'd*)
- Public Service Grievance Board, complaints and hearings, PSOA Reg. 378/07
 - purposes of Act, PSOA 1
 - regulations, PSOA 8, 31, 55, 71, 107, 154
 - roles and responsibilities
 - acting deputy ministers, PSOA 30
 - Conflict of Interest Commissioner, PSOA 14–20
 - deputy ministers, PSOA 29
 - Public Service Commission, PSOA 9–13
 - Public Service Grievance Board, PSOA 21–27
 - Secretary of the Cabinet, PSOA 28
 - suspension pending investigation, PSOA Reg. 379/07
 - *Statutory Powers Procedure Act*, application of, PSOA 151
 - transitional matters, PSOA 155

Publications, LRA 95

R

Ratification Vote, LRA 41, 42, 44, 79.1

Refusal to Work

- application, OHSA 43(1), (2)
- bilateral work stoppage, OHSA 45, 46, OHSA Reg. 243/95
- complaint against certified member, OHSA 49
- dangerous circumstances, defined, OHSA 44
- decision of inspector, OHSA 43(8), (9)
- declaration against constructor/employer, OHSA 46
- duty to advise other workers, OHSA 43(11), (12)
- entitlement to be paid, OHSA 43(13)

- investigation by certified member, OHSA 48
- investigation by inspector, OHSA 43(7)
- physical location of worker, OHSA 43(5), (10)
- refusal following investigation, OHSA 43(6)
- report of refusal, OHSA 43(4)
- right to refuse, OHSA 43(3), PCP 24
- unilateral work stoppage, OHSA 47

Representation Vote

- additional votes, LRA 111(5), (6)
- certification, LRA 8, 10
- province-wide bargaining, LRA 159
- rules of procedure, LRA, RP 60–62, OLRBR 11
- termination of bargaining rights, LRA 63
- where two or more unions, LRA 111(6)

Rights of Labour Act

- collective bargaining agreement, RLA 3(3)
- definitions, RLA 1
- *Labour Relations Act*, RLA 3(4)
- trade union, RLA 2, 3

Roll-Over Protective Structures

- application of O. Reg. 856 Roll-Over Protective Structures, OHSA Reg. 856, s. 2
- definitions, OHSA Reg. 856, s. 1
- machines, use or operation of, OHSA Reg. 856, s. 3
 - exception re skidders used in logging, OHSA Reg. 856, s. 4
- restraining devices, OHSA Reg. 856, s. 6
- roll-over protective structures, OHSA Reg. 856, s. 5

S

Safety, *see* Occupational Health and Safety

Index

Security Guards, LRA 14

Settlement Officer, LRA 48(5), 49(6)

Severance Pay

- building services providers, new, obligations re, ESA 75
- calculating, ESA 65
- election re recall rights, and, ESA 67, ESA Reg. 764/20, s. 4
- entitlement, ESA 64, 75; ESA Reg. 288/01, s. 9
- instalment payments, ESA 66
- what constitutes “severance”, ESA 63

Small Business Advisory Committee, OHSA 16

Smoke-Free Ontario Act, 2017

- application, SFOA 2
- definitions, SFOA 1
- employer obligations, SFOA 14(1)
- offences, SFOA 21
- prohibitions, SFOA 12–17.1
- regulations, SFOA 24, SFOA Reg. 268/18
- sale, supply, promotion, SFOA 3–10

Special Officer, LRA 38

Statutory Powers Procedure Act

- non-application, ESA 2(4), (5)

Strikes, *see also* Crown

Successor Rights

- Crown Employees Collective Bargaining Act, CECBA 10
- Employment Standards Act, 2000, ESA 9, 10, 75, 76
- Labour Relations Act, LRA 68–69.1; LRA RP 77, 78

T

Teachers

- application of Occupational Health and Safety Act, OHSA Reg. 857

Temporary Help Agencies, ESA Part XVIII.1; ESA Reg. 398/09

Termination of Bargaining Rights

- application for termination, LRA 63, 63.1, OLRBR 10, 26, 27, IB2, IB3
 - status disputes in, IB5
 - construction industry, IB10
 - vote arrangements, IB3
- construction industry, LRA 132; LRA Reg. 105/01
- deemed abandonment, LRA Reg. 105/01
- effect of certification, LRA 62
- failure to bargain, LRA 65(2)
- failure to give notice, LRA 65(1)
- fraud, LRA 64
- rules of procedure, LRA, RP 52–58
- status disputes, IB5
- timeliness, LRA 67
- voluntary recognition, LRA 66

Termination of Employment, *see also* Severance Pay, Termination Pay

- defined, ESA 56
- election re recall rights, ESA 67, ESA Reg. 764/20, s. 4
- notice of
 - benefit plans, and, ESA 60(1)(c), 60(4), 62
 - deemed active employment, ESA 62
 - entitlement, ESA 54, 55, 59, 60, 62; ESA Reg. 288/01, s. 2
 - fifty or more employees, to
 - application of legislation, ESA Reg. 288/01, s. 3(4)
 - employee by, after notice given, ESA 58(6)–(7)
 - posting, ESA 58(5)
 - prescribed content, ESA 58(2)–(3); ESA Reg. 288/01, s. 3(2)
 - provision to Director, ESA Reg. 288/01, s. 3(3)
 - when effective, ESA 58(4)

Index

- Termination of Employment (*cont'd*)
- manner of giving, prescribed, ESA Reg. 288/01, ss. 3(3), 4, 5
 - period of employment, determining, ESA 59, 62; ESA Reg. 288/01, ss. 7, 8
 - prescribed period, employer
 - fifty or more employees, ESA 58; ESA Reg. 288/01, s. 3(1)
 - general, ESA 57
 - inclusion of vacation time in, ESA Reg. 288/01, s. 7
 - period of employment, determining, ESA 59; ESA Reg. 288/01, ss. 7, 8
 - requirements during, ESA 60; ESA Reg. 288/01, s. 6
 - temporary work during notice period, ESA Reg. 288/01, s. 6
 - where seniority rights apply, ESA Reg. 288/01, s. 6
 - pay instead of notice
 - building services providers, new, obligation of, ESA 76
 - entitlement, ESA 54, 55, 61, 62; ESA Reg. 288/01, s. 2
 - period of employment, determining, ESA 59; ESA Reg. 288/01, ss. 7, 8
 - temporary work, 13-week period, ESA Reg. 288/01, s. 6

Termination Pay, *see also* Termination of Employment

- entitlement, ESA 54, 55, 61, 62; ESA Reg. 288/01, s. 2
- period of employment, determining, ESA 59; ESA Reg. 288/01, ss. 7, 8

Toxic Substances

- assessment of hazardous materials, OHSA 39
- confidential information, OHSA 40, 63
- designation of substances, OHSA 35
- hazardous physical agents, OHSA 41
- instruction and training, OHSA 42

- material safety data sheets, OHSA 37, 38
- new biological/chemical agents, OHSA 34
- orders of Director, OHSA 33
- privileged information, OHSA 40.1

Trade Unions, *see also* Certification, Unfair Practices

- annual filing of financial statement, LRA 93
- deduction/remittance of union dues, LRA 47
- defined, LRA 1(1)
- employment benefit plan, construction industry, LRA 150
- furnish financial statement to members, LRA 92
- incapable of certification, LRA 15
- membership in, LRA 5, 4, 119
- parent/local jurisdiction, construction industry, LRA 146–150
- religious objections, LRA 52
- right of access, LRA 13
- trusteeship over local unions, LRA 89
- union security, LRA 51, 52

U

Unfair Practices

- causing unlawful strikes/lock-outs, LRA 83
- employers
 - not to interfere with bargaining rights, LRA 73(1)
 - not to interfere with employee rights, LRA 72
 - not to interfere with unions, LRA 70
 - strike-breaking misconduct, LRA 78
- intimidation/coercion, LRA 76
- persuasion during working hours, LRA 77
- protection of witnesses' rights, LRA 87, 97

Index

Unfair Practices (*cont'd*)

- removal of Board's notices, LRA 88
- trade unions
- • duty of fair referral, LRA 75
- • duty of fair representation, LRA 74
- • not to interfere with bargaining rights, LRA 73(2)
- • not to interfere with employers' organizations, LRA 71
- • refusal to engage in unlawful strike, LRA 85
- working conditions not to be altered, LRA 86

Unions, *see* Trade Unions

University Academics and Teaching Assistants

- Application of Occupational Health and Safety Act, OHS Reg. 858

V

Vacation Pay

University Academics and Teaching Assistants

- Application of Occupational Health and Safety Act, OHS Reg. 858
- approval to forego vacation, ESA 41
- during labour dispute, ESA 37
- duty to pay, ESA 35–38; ESA Reg. 285/01, ss. 2, 24, 26
- if employment ends, ESA 38
- in trust, ESA 40
- when to pay, ESA 36

W

Wages Act

- assignments, WA 7(7)
- credit union, WA 7(8)
- definition, WA 1
- disability payments, WA 7(1.1)
- exemption, WA 7
- garnishment, WA 7

- priority, WA 2–6

Wilderness guides, ESA Reg. 285/01, s. 6

Window Cleaning

- alternative methods and materials, OHS Reg. 859, s. 3
- application of O. Reg. 859 Window Cleaning, OHS Reg. 859, s. 2
- definitions, OHS Reg. 859, s. 1
- electrical hazards, OHS Reg. 859, s. 32–35
- employers, duties of, OHS Reg. 859, s. 42–45
- ladders and related equipment, OHS Reg. 859, s. 17–20
- miscellaneous equipment, OHS Reg. 859, s. 36–38
- owner of building, duties of, OHS Reg. 859, s. 39–42
- registration, reporting and notice requirements, OHS Reg. 859, s. 4–7
- supervisors, duties of, OHS Reg. 859, s. 42–45
- safety precautions and requirements, OHS Reg. 859, s. 8–16
- scaffolds, boatswain's chairs and related equipment, OHS Reg. 859, s. 21–31
- workers, duties of, OHS Reg. 859, s. 42–45

Workplace Safety and Insurance Act, 1997

- appeals, *see* Workplace Safety and Insurance Appeals Tribunal.
- benefit for loss of retirement income, WSIA Reg. 562/99
- • coming into force, date, WSIA Reg. 562/99, s. 10
- • indexing, WSIA Reg. 562/99, s. 5
- • worker account balance, defined, WSIA Reg. 562/99, s. 1
- • joint and survivor annuity payment scheme, WSIA Reg. 562/99, s. 3

Index

- Workplace Safety and Insurance Act, 1997 (*cont'd*)
- payment schemes, WSIA Reg. 562/99, ss. 2, 8(1)
 - payment schemes other than joint and survivor annuity, WSIA Reg. 562/99, s. 4
 - pre-retirement death benefits, WSIA Reg. 562/99, ss. 6–7
 - spousal partner, s. 9(2)
 - supplementary pre-retirement death benefit, ss. 7(4), (6), (8), (9), 8(6), (9)
 - supplementary survivor account balance, s. 7(2)
 - surviving dependants, s. 8(4)
 - committee of employers, WSIA 177
 - definitions, WSIA 2
 - employers, *see* WSIA — Employers
 - Firefighters
 - definitions, WSIA Reg. 253/07, s. 1
 - diseases, prescribed, WSIA Reg. 253/07, s. 4
 - heart injury, prescribed circumstances of, WSIA Reg. 253/07, s. 3
 - cancers, conditions and restrictions relating to, WSIA Reg. 253/07, s. 5
 - workers, WSIA Reg. 253/07, s. 2
 - french language, WSIA 178
 - health care
 - assistive devices, repair, WSIA 39
 - definition, WSIA 32
 - duty to cooperate, WSIA 34
 - entitlement, WSIA 33
 - reports, WSIA 37
 - request for health exam
 - Board, WSIA 35
 - employer, WSIA 36
 - transportation, WSIA 38
 - *Human Rights Code*, conflict with, WSIA 2.1
 - immunity, WSIA 179
 - insurance plan, *see* WSIA — Insurance Plan
 - insurance fund
 - calculation of premiums, WSIA Reg. 665/21
 - deficiency in premiums, WSIA 99
 - exceptional circumstances, WSIA 100
 - general, WSIA 96
 - reserve funds, WSIA 97, 98
 - insured payments, *see* WSIA — Insured Payments
 - limitation period, WSIA 157.1
 - medical assistance in dying, WSIA 2.2
 - offences
 - confidential information, WSIA 150
 - deduction from wages, WSIA 155
 - directors/officers, WSIA 157
 - employer registration, WSIA 151
 - false/misleading statement, WSIA 149
 - limitation period, WSIA 157.1
 - obstruction, WSIA 153
 - penalty, WSIA 158
 - regulations, WSIA 156
 - security for payment, WSIA 154
 - statements/records, WSIA 152
 - Office of the Worker and Employer Advisor, WSIA 176
 - premiums, calculation of, WSIA Reg. 665/21
 - prohibition re disclosing information, WSIA 181
 - prosecution, restriction on, WSIA 50.1, 157.1
 - purpose, WSIA 1
 - regulations, WSIA 183
 - return to work
 - duty to co-operate, WSIA 40
 - labour market re-entry assessment, WSIA 42
 - obligation to re-employ, WSIA 41
 - transitional rules, WSIA 101–112

Index

- Workplace Safety and Insurance Act, 1997 (*cont'd*)
 - uninsured employment
 - application of Part X, WSIA 113
 - • assumption of risk, WSIA 116
 - • insurance proceeds, WSIA 117
 - • liability, WSIA 114, 115
 - witnesses, compellability, WSIA 180
 - workplace safety and insurance board, *see* Workplace Safety and Insurance Board
 - volunteers, WSIA 25(3.1), 40(4.1), 41(17), 78(3)
- Workplace Safety and Insurance Appeals Tribunal**
 - Appeals Tribunal continued, WSIA 173, 173.1
 - Board policies, WSIA 126
 - health professionals, list, WSIA 134
 - decision, principle of, WSIA 124
 - hearing of appeals, WSIA 174, 175
 - jurisdiction, WSIA 123
 - mediation, WSIA 130
 - payment of expenses, WSIA 133
 - payments, pending decision, WSIA 128
 - powers, WSIA 132
 - power to reconsider, WSIA 129
 - procedure, WSIA 131
 - right of appeal, WSIA 125
 - time limit for decisions, WSIA 127
- Workplace Safety and Insurance Board**
 - annual report, WSIA 170
 - audits
 - • accounts, WSIA 169
 - • value for money, WSIA 168
 - Board continued, WSIA 159
 - board of directors
 - • general, WSIA 162
 - • delegation, WSIA 164
 - • duties, WSIA 163
 - decisions by Board
 - • hearings, WSIA 119
 - • jurisdiction, WSIA 118
 - • mediation, WSIA 122
 - • objection, WSIA 120
 - • power to reconsider, WSIA 21
 - • principle, WSIA 119
 - duplication of premiums, WSIA 160
 - duties, WSIA 161
 - employee pension plan, WSIA 171
 - enforcement
 - • contractors, WSIA 141
 - • court enforcement, WSIA 139
 - • licensee, Crown Forest Sustainability Act, WSIA 143
 - • lien, WSIA 145
 - • lienholder, WSIA 142
 - • municipal tax rolls, WSIA 140
 - • overpayments, WSIA 147
 - • policies, WSIA 148
 - • powers of investigation, WSIA 135, 136
 - • priority of debts, WSIA 144
 - • security for payment, WSIA 137
 - • set-off, WSIA 138
 - • successor employers, WSIA 146
 - evidence of decisions, WSIA 182
 - memorandum of understanding, WSIA 166
 - mine rescue stations, WSIA 172
 - offices, WSIA 165
 - payment of expenses, WSIA 133
 - policy directions, WSIA 167
 - powers, WSIA 132, 159
 - procedure, WSIA 131
 - regulations, WSIA 183
 - Worker's Compensation Board continued, WSIA 159
- WSIA — Employers**
 - calculating payments by employers

Index

- WSIA — Employers (*cont'd*)
 - • failure to co-operate, WSIA 86
 - • merit rating programs, WSIA 83
 - • notice to employers, WSIA 87
 - • partners and executive officers, WSIA 81.1
 - • premium adjustment, WSIA 82
 - • Schedule 2 employers, payments, WSIA 85
 - • Schedule 1 employers, premiums, WSIA 81
 - • transfer of costs, WSIA 84
 - deemed employers
 - • declaration of status, WSIA 74
 - • emergency workers, WSIA 71
 - • illegal employment of minor, WSIA 73
 - • seconded workers, WSIA 72
 - • volunteer fire/ambulance, WSIA 70, 78(3)
 - participating employers, WSIA 67
 - payment obligations
 - • Schedule 1 employers
 - • • default, WSIA 89
 - • • increase in benefits, WSIA 95
 - • • premiums, WSIA 88
 - • Schedule 2 employers
 - • • benefits, WSIA 90
 - • • deposits, WSIA 92
 - • • direction to insure workers, WSIA 93
 - • • expenses of Board, WSIA 91
 - • • increase in benefits, WSIA 95
 - • • occupational disease, WSIA 94
 - registration
 - • annual statements, WSIA 78
 - • certification requirement, WSIA 79
 - • general, WSIA 75
 - • material change in circumstances, WSIA 77
 - • notice, change of status, WSIA 76
 - • records
 - • • duty to keep, WSIA 80(1)
 - • • duty to produce, WSIA 80(2)
 - “trade” of municipal corporations, WSIA 68
 - training, WSIA 69, WSIA Reg. 175/98, s. 17
- WSIA — Insurance Plan**
- appeals, *see* Workplace Safety and Insurance Appeals Tribunal
 - accident outside Ontario, WSIA 19
 - claim for benefits, WSIA 22, 23
 - contributions from workers, WSIA 95.1
 - deemed workers, WSIA 12
 - election, entitlement outside Ontario, WSIA 20
 - employment benefits, WSIA 24
 - employment outside Ontario, WSIA 18
 - entitlement outside Ontario, WSIA 20
 - exclusions, WSIA Reg. 175/98, ss. 3–5
 - firefighters, WSIA 15.1–15.2
 - information, obligation to provide, WSIA 21
 - insured injuries, WSIA 13
 - insured workers, WSIA 11
 - misconduct, WSIA 17
 - notice of accident by employer, WSIA 21, WSIA Reg. 175/98, s. 15
 - occupational diseases, WSIA 15
 - rights of action
 - • application to Appeals Tribunal, WSIA 31
 - • benefits, WSIA 26
 - • election, concurrent entitlements, WSIA 30
 - • extinguished rights of action, WSIA 28
 - • negligence, WSIA 29
 - • wages, day of accident, WSIA 24
 - • waiver of entitlement, WSIA 16

Index

WSIA — Insured Payments

- administration
 - access to records
 - by employer, WSIA 58, 59
 - by worker, WSIA 57
 - payments
 - agreements re repayments, WSIA 63
 - benefits not assignable, WSIA 64
 - deduction for family support, WSIA 65
 - effect of payment from employer, WSIA 56
 - frequency, WSIA 62
 - owing to deceased workers, WSIA 61
 - suspension, WSIA 66
 - to incapable persons, WSIA 60
 - to minors, WSIA 60
 - annual adjustments
 - adjustment of payments, annual, WSIA 52
 - indexation of amounts in Act, WSIA 51
 - indexing factor, WSIA 49
 - average earnings
 - general, WSIA 53, WSIA Reg. 175/98, s. 16
 - maximum, WSIA 54
 - net, WSIA 55
 - compensation
 - death benefits, WSIA 48
 - loss of earnings, WSIA 43, 44
 - loss of retirement income, WSIA 45
 - non-economic loss, WSIA 46

- permanent impairment, degree of, WSIA 47, WSIA Reg. 175/98, s. 18

X-Ray Safety

- analytic x-ray equipment, OHS Reg. 861, s. 18
- animals, diagnostic examination of, OHS Reg. 861, s. 16
- application of Reg. 861 X-ray Safety, OHS Reg. 861, s. 2-3
- cabinets, OHS Reg. 861, s. 17
- definitions, OHS Reg. 861, s. 1
- dose, OHS Reg. 861, s. 10
- dose equivalent, OHS Reg. 861, Schedule
- dosimeters, OHS Reg. 861, s. 12
- designation of competent person, OHS Reg. 861, s. 8
- effective dose equivalent, OHS Reg. 861, Schedule
- employer, duties of, OHS Reg. 861, s. 9, 12
- industrial radiography or fluoroscopy, OHS Reg. 861, s. 15
- installation or use, OHS Reg. 861, s. 6
- measures or procedures, OHS Reg. 861, s. 11
- notice, OHS Reg. 861, s. 7
- registration, OHS Reg. 861, s. 5
- variation, OHS Reg. 861, s. 19
- workers, OHS Reg. 861, s. 4
- workplaces, OHS Reg. 861, s. 4

