



Ontario Labour Law Postings

Employment Standards Act

Ministry of Labour, Immigration, Training and Skills Development

Employment Standards in Ontario

The *Employment Standards Act, 2000* (ESA) protects employees and sets minimum standards for most workplaces in Ontario. **Employers are prohibited from penalizing employees in any way for exercising their rights under the ESA.**

What you need to know

Public holidays

Ontario has a number of public holidays each year. Most employees are entitled to take these days off work and be paid public holiday pay. Visit [Ontario.ca/publicholidays](https://ontario.ca/publicholidays).

Hours of work and overtime

There are daily and weekly limits on hours of work. There are also rules around meal breaks, rest periods and overtime. Visit [Ontario.ca/hoursofwork](https://ontario.ca/hoursofwork) and [Ontario.ca/overtime](https://ontario.ca/overtime).

Termination notice and pay

In most cases when terminating employment, employers must give employees advance written notice of termination or termination pay instead of notice. Visit [Ontario.ca/terminationofemployment](https://ontario.ca/terminationofemployment).

Vacation time and pay

There are rules around the amount of vacation time and pay employees earn. Most employees can take vacation time after every 12 months of work. Visit [Ontario.ca/vacation](https://ontario.ca/vacation).

Leaves of absence

There are a number of job-protected leaves of absence in Ontario. Examples include sick leave, pregnancy leave, parental leave and family caregiver leave. Visit [Ontario.ca/ESAGuide](https://ontario.ca/ESAGuide).

Minimum wage

Most employees are entitled to be paid at least the minimum wage. For current rates visit [Ontario.ca/minimumwage](https://ontario.ca/minimumwage).

Other employment rights, exemptions and special rules

There are other rights, exemptions and special rules not listed on this poster, including rights to severance pay and special rules for assignment employees of temporary help agencies.

Subscribe to our newsletter and stay up to date on the latest news that can affect you and your workplace. Visit [Ontario.ca/labournews](https://ontario.ca/labournews).

Learn more about your rights at:

[Ontario.ca/employmentstandards](https://ontario.ca/employmentstandards)
1-800-531-5551 or TTY 1-866-567-8893

@ONTatwork @OntarioAtWork @Ontarioatwork



Workers' Compensation

In case of injury or illness at work

1 Get medical help

Your employer is responsible for providing first aid. See a doctor or go to a hospital if you need treatment. Your employer pays for your transportation on the day of injury.

2 Document

Tell your employer about your injury or illness. They keep a record of what happened.

3 Report to the WSIB

You can scan the QR code below or visit wsib.ca/reporting and follow the steps to submit a Worker's Report of Injury/Illness (Form 6). Your employer must report an injury or illness to us within three business days.

4 Work together

We work with you and your employer to help you recover and return to work safely, at the right time.



Scan the QR code or visit wsib.ca/reporting to submit a Worker's Report of Injury/Illness (Form 6).

Questions? We're here to help.

Sign up for our online services to send us a message anytime, anywhere, or call us at 1-800-387-0750 or dial 711 from your TTY device.

Visit wsib.ca/online services for details.



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Pay Equity Act



Pay Equity Commission

Notice of Requirement to Achieve and Maintain Pay Equity

This notice is posted in the employer's workplace as required by Section 7.1 of the *Pay Equity Act*, R.S.O. 1990, c.P.7, as amended.

The *Pay Equity Act*, R.S.O. 1990, c.P.7, as amended (the Act) requires all employers to establish and maintain compensation practices that provide for pay equity.

Pay equity means equal pay for work of equal value. Under the law, jobs usually held by women are compared with different jobs usually held by men. If a female job is equal or comparable in value to a male job in the company, then the female job must be paid at least the same as the male job.

Employees are entitled to information about how their employer has and is complying with the law. Unionized employees can ask their union representative about pay equity in their workplace. Employees not represented by a union can ask their employer about pay equity in their workplace. Information about pay equity can also be obtained by contacting the Pay Equity Office.

Employees may file complaints with the Pay Equity Commission if they believe there has been a contravention of the Act.

Employers are prohibited from penalizing employees for exercising their rights under the *Pay Equity Act*.

For more information on pay equity rights and obligations:

Go to www.payequity.gov.on.ca, or
Call 416-314-1896 or 1-800-387-8813
TTY 416-212-3991 or 1-855-253-8333
Email AskPayEquity@Ontario.ca