Employment Standards Act, 2000 (ESA)

The Government of Ontario has established a set of employment standards to protect workers and employers. These standards are set out in the Employment Standards Act, 2000 (ESA) and apply to all employers in Ontario. The act sets out minimum wages, hours of work, and other conditions that employers must comply with.

Under the ESA, employers must ensure that workers are paid a minimum wage, receive paid vacation, and are provided with a safe working environment.

Workers have the right to receive wages for all hours worked, including overtime. Employers must also provide workers with a written contract that outlines their employment terms.

The ESA also protects workers from discrimination in the workplace.

For more information, visit the Government of Ontario’s website at Ontario.ca/ESAtools.

Guidelines and Exemptions

The Government of Ontario has published guidelines and exemptions to help employers understand their obligations under the ESA.

These guidelines provide examples of situations where the ESA does not apply, such as self-employed workers, workers in the agricultural industry, and workers in the construction industry.

In addition, the ESA allows employers to apply for exemptions to certain provisions of the act.

For more information, visit the Government of Ontario’s website at Ontario.ca/ESAtools.

Employment Standards Act, 2000 (ESA)

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• When working 24 hours, the Ministry of Labour allows 48 hours of work per week.

Labour Standards Under Ontario’s Employment Standards Act, 2000

Ontario’s Employment Standards Act, 2000, along with the Ministry of Labour’s Employment Standards Information Centre (ESA), provide important information on minimum wages, hours of work, and overtime. The ESA’s guide, Your Guide to the Employment Standards Act, 2000, is available online at Ontario.ca/ESAguide. Additionally, the Ministry offers tools such as Ontario.ca/ESAtools for online submissions, and Ontario.ca/ESAforms for claim forms. For more information, please visit Ontario.ca/ESAtools.

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