

What is the Employment Standards Act (ESA)?¹

The ***Employment Standards Act (ESA)*** states the minimum standards of employment for workers in Ontario, along with the workplace rights and responsibilities of employers and employees. The Act covers most workers in Ontario, with several industry exemptions.

The Employment Standards Act for Employers

The ESA is an important resource for employers to understand what is legal in operating a business. In the Act, employers will find the minimum employment standards for:

- Hours of Work
- Wages and Overtime Pay
- Minimum Wage
- Equal Pay for Equal Work
- Pregnancy and Parental Leave
- Leaves of Absence
- Benefit Plans
- Public Holidays
- Vacation Time and Pay
- Termination and Severance of Employment
- Temporary Layoffs
- Liabilities
- Complaints and Enforcement
- Offences and Prosecution
- Temporary Help Agencies

Understanding the ESA is critical in developing compliant contracts of employment and employee handbooks. All workers covered by the ESA must receive a copy of the Ministry of Labour's ESA Poster, which sets out their rights under the legislation.

The ESA may be difficult to understand, but your business must know the regulations that affect it as well as your rights and obligations as an employer. We can help you with this.

Need help on the Employment Standards Act?

Let Employer Line answer your employer questions on management, employment rights or human resources. We have the resources to help you with HR – from our

¹[Employment Standards Act | Call Employer Line's Complimentary helpline](#)

complimentary helpline to our employer guidelines. Call us for advice right away: **1-833-247-3650**.

Be the first to know! **1-833-247-3650**

Stay connected and get the latest content on Canadian HR updates. When Peninsula publishes a new blog post, you'll know about it first.

More information available at: [Employment Standards Act | Call Employer Line's Complimentary helpline](#)

Your guide to the *Employment Standards Act*²

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² [Your guide to the Employment Standards Act | Ontario.ca](#)

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More information is available at: [Your guide to the Employment Standards Act | Ontario.ca](#)

HR Advice and Employment Standards for Ontario Employers³

Are you an Ontario business owner with questions about minimum employment standards? If you're unfamiliar with your obligations or need advice on human resources, ask Employer Line a quick question or get extensive professional consultation. We know the rules and regulations that affect local employers.

What do employers need-to-know about employment standards in Ontario?

The laws that govern businesses in Canada differ by province and territory. Become familiar with the provincial laws applicable to your company – these will affect your bottom line. Click on the links below for HR and employment standards quick facts, need-to-knows, and legislation updates, or browse our Employer Guides for free resource downloads. Protect your business by ensuring that you're complying with Ontario's labour laws.

Questions about Bill 148 or Bill 47?

Ontario *Bill 47, Making Ontario Open for Business Act, 2018*, came into effect on January 1st, 2019, repealing parts of Bill 148, *Fair Workplaces, Better Jobs Act, 2017*. This includes changes to minimum wage, vacation pay, sick leave pay and more. It's important that you make the necessary changes as soon as possible.

Click on the blue headings for more information about:

[Ontario Labour Law](#)

Are you an employer that's concerned about Ontario's labour law changes? We can help your business adjust to the transition.

[Bill 148: Fair Workplaces, Better Jobs Act](#)

Questions about Bill 148? Make sure you're prepared for the impact Ontario's new labour laws will have on your business.

[Paid Emergency Leave](#)

Under Bill 148, paid emergency leave entitled employees to 10 days off, with the first two days paid.

³ [Employer Advice: Bill 47 for Ontario Small Businesses | EmployerLine.ca](#)

Work Hours and Scheduling

Find out what Ontario's working hours are.

Overtime Pay

Do you know how to calculate overtime pay for employees that have more than one position with your company? We can help you.

Are you up to date with Ontario's minimum employment standards?

The Ontario government will continue to amend employment and labour laws, all of which affect employers - especially small business owners. Call Employer Line to have one of our experts run a full on-site audit to provide recommendations and guide you through these changes: **1(833)247-3650**

For more information: [Employer Advice: Bill 47 for Ontario Small Businesses | EmployerLine.ca](#)