

Employment standards tools and resources

The *Employment Standards Act, 2000 (ESA)* is a law that sets out the rights and responsibilities of employees and employers in Ontario. We have a suite of interactive tools and resources to help you understand employment standards such as termination of employment, hours of work and overtime, public holidays and minimum wage. Learn more below and at Ontario.ca/ESAtools.

Employment standards self-service tool

This tool helps employers and employees understand and determine rights and obligations under the ESA. The tool is an innovative way to access information and get help with employment standards, including minimum wage, payment of wages, hours of work, overtime, public holidays, termination and severance pay.

Guide to employment standards special rules and exemptions

While most employees in Ontario are covered by the ESA, exemptions and special rules apply in certain circumstances. Use this guide to find out when these special rules and exemptions apply.

Employment standards poster

The employment standards poster gives a description and provides links to important rights and requirements under the ESA. Employers are required to provide every employee with a copy of the poster. It is available in many languages for free. Ontario.ca/ESAposter

Disclaimer: This resource has been prepared to help employees and employers understand some of the minimum rights and obligations established under the *Employment Standards Act, 2000 (ESA)* and regulations. It is not legal advice. It is not intended to replace the ESA or regulations and reference should always be made to the official version of the legislation. Although we endeavour to ensure that the information in this resource is as current and accurate as possible, errors do occasionally occur. The ESA provides minimum standards only. Some employees may have greater rights under an employment contract, collective agreement, the common law or other legislation. Employers and employees may wish to obtain legal advice.

Your guide to the ESA

Your guide to the Employment Standards Act provides detailed information about employment standards, including specific rules around pay periods, wage statements and record keeping. It also features a chapter dedicated to temporary help agencies.

Ontario.ca/ESAGuide

Filing a claim

Employees who want the ministry to investigate if their rights under the ESA have been violated must file a claim using our claim form. File your claim online by using the e-claim form or download a PDF copy. Ontario.ca/ESAclaims

Multilingual resources

The ministry provides employment standards information and resources in multiple languages online. Ontario.ca/employmentrights

Have a question?

Call the Employment Standards Information Centre. Information is available in multiple languages.

416-326-7160 Greater Toronto Area

1-800-531-5551 Toll-free

1-866-567-8893 TTY for hearing impaired