

Understanding employment standards is essential for students entering the workforce in Ontario. Familiarize yourself with these key regulations to ensure fair treatment and a positive work experience.

MINIMUM WAGE

- As of January 1, 2023, the general minimum wage in Ontario is \$15.00 per hour
- Certain exemptions may apply based on age, occupation, and length of employment

HOURS OF WORK

- Most employees cannot work more than 48 hours per week
- Ensure you receive at least 11 consecutive hours off between shifts and a 30-minute unpaid break for every 5 hours of work
- As an international student on a study permit, you must adhere to the maximum hours of work limit as indicated on your permit

OVERTIME PAY

- Employees must be paid 1.5 times their regular rate of pay for every hour worked beyond 44 hours in a workweek

PUBLIC HOLIDAYS

- Eligible employees are entitled to public holiday pay for designated holidays, such as New Year's Day, Canada Day, and Christmas Day
- The specific entitlements depend on the length of employment and the hours worked

VACATION ENTITLEMENT

- After completing 12 months of employment, employees are entitled to a minimum of 2 weeks (4% of wages) paid vacation
- After 5 years of employment, the entitlement increases to 3 weeks (6% of wages)

LEAVES OF ABSENCE

Sick Leave:

- Employees may take up to 3 unpaid sick days per year

Family Responsibility Leave:

- Up to 3 unpaid days per year are available for urgent family matters

Personal Emergency Leave:

- Eligible employees can take up to 10 unpaid days per year for personal emergencies

Pregnancy and Parental Leave:

- Pregnant individuals are entitled to up to 12 weeks of unpaid pregnancy leave, and parents may take up to 61 weeks of unpaid parental leave following the birth or adoption of a child

TERMINATIONS & SEVERANCE

- In most cases, employees who are terminated without cause are entitled to notice of termination or pay in lieu of notice
- The length of notice or pay depends on the length of employment
- Severance pays may also be required for employees with at least 5 years of service



EMPLOYMENT STANDARDS POSTER

- Employers are required to display the Employment Standards Poster in a prominent location where employees can easily see it
- This poster provides an overview of employment rights and obligations

Remember, employment standards can vary depending on the specific circumstances. Familiarize yourself with the Employment Standards Act, 2000 (ESA) and consult the official government resources for detailed information. If you have concerns about your workplace rights, you can contact the Ministry of Labour, Training, and Skills Development or seek legal advice.

By understanding and advocating for your employment rights, you can ensure a fair and respectful work environment.