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# Employment Standards Ministry Of Labour

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Tips for Employers

A Guide to the Employment Standards Act  
Rights and Responsibilities in a Changing  
Workplace

Policy Proposals for a New Employment  
Standards Statute

Your Rights at Work : Employment Standards Act  
Claim Guide

Standards for a Changing Workplace : a Review of  
Employment Standards in British Columbia  
Hours of Work and Overtime

Employment Standards : a Guide to the  
Employment Standards Act

Employment of Young People in the B.C.  
Entertainment Industry

Fact Sheet

A Guide to the Employment Standards Act,  
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Recommended Changes to the Employment  
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Nov. 30

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## Labour Law's Little Sister

Employment Standards  
Ministry Of Labour

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### **JORDON JOURNEY**

Tips for Employers  
Employment Standards ActFact SheetEmployment Standards : a Guide to the Employment Standards Act The Employment Standards Act (ESA) sets out the rights and responsibilities of both employees and employers in Ontario workplaces. This document contains fact

sheets on a number of subjects covered by the ESA, including: termination of employment and severance pay; emergency leave; public holidays; role of the Ministry of Labour in relation to the ESA; pregnancy and parental leave; young workers; filing a claim under the ESA; hours of work and overtime; who is covered by the ESA; vacation; retail workers; minimum

wage; domestic workers; homeworkers; agricultural workers.  
*A Guide to the Employment Standards Act* Ontario Ministry of Labour, Employment Standards Branch, [197-] In a contemporary labour market that includes growing levels of precarious employment, the regulation of minimum employment standards is intricately connected to conditions of economic

security. With a focus on the role of neoliberal labour market policies in promoting "flexible" employment standards legislation - particularly in the areas of minimum wages and working time - Mark Thomas argues that shifts toward "flexible" legislation have played a central role in producing patterns of labour market inequality. Using an analytic framework that situates employment

standards within the context of the broader social relations that shape processes of labour market regulation, Thomas constructs a case study of employment standards legislation in Ontario from 1884 to 2004. Drawing from political economy scholarship, and using a qualitative research methodology, he analyses class, race, and gender dimensions of legislative developments, highlighting

the ways in which shifts towards "flexible" employment standards have exacerbated longstanding racialized and gendered inequities. Regulating Flexibility argues that in order to counter current trends towards increased insecurity, employment standards should not be treated as a secondary form of labour protection but as a cornerstone in a progressive project of

labour market re-regulation. *Rights and Responsibilities in a Changing Workplace* McGill-Queen's Press - MQUP Key Findings Sweeping reductions and changes to the enforcement program in BC have had a serious and negative impact on the ability of workers to become aware of their rights in the workplace, to complain of violations of their rights, and to obtain fair treatment

in the process of pursuing complaints and having their complaints adequately investigated. [...] In November of that year, the newly-elected provincial government embarked upon a series of substantive changes to the Employment Standards Act, regulations under the Act, and the system of administration and enforcement of the Act. [...] For example, the stated goals of the

new legislation were, allegedly, to:

- protect vulnerable employees, particularly those in certain sectors;
- encourage flexible workplace partnerships;
- help revitalize the economy, specifically small business, by recognizing the needs and the realities of the workplace; and
- simplify the rules.<sup>13</sup>

The goal of protecting vulnerable workers is restated in the

<p>[...] The Act was substantially restructured in 1995 following recommendations of the first and only comprehensive independent review of the Act in 1994 by Commissioner Mark Thompson of the University of British Columbia's faculty of Commerce and Business Administration .16 14 Canadian Centre for Policy Alternatives - BC Office Regulation The</p>	<p>Employment Standard Regulation<sup>17</sup> is that part of the law which [...] Administration and Enforcement Administration of the Act, and the policing and enforcement of its provisions and regulations, is the responsibility of the Minister of Labour and Citizens' Services through the Director of the Employment Standards Branch and her/his staff. <i>Policy Proposals for a New</i></p>	<p><i>Employment Standards Statute</i> Canadian Centre for Policy Alternatives = Centre canadien de recherche en politiques de rechange Employment Standards ActFact SheetEmployment Standards : a Guide to the Employment Standards ActOntario Ministry of Labour, Employment Standards BranchLabour Law's Little SisterCanadian Centre for Policy Alternatives =</p>
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Centre canadien de recherche en politiques de rechangeEmpl oyment Standards ActEmployme nt Standards ActFact Sheet : Employment Standards ActEroding Worker Protections: BC's New 'Flexible' Employment StandardsCan adian Centre Policy Alternatives <i>Your Rights at Work :</i> <i>Employment Standards Act</i> Ministry of Skills, Training and Labour <i>Claim Guide</i> Ontario Ministry of	Labour, Employment Practices Branch <b>Standards for a Changing Workplace : a Review of Employment Standards in British Columbia</b> Ontario Ministry of Labour, Employment Standards Branch <u>Hours of Work and Overtime</u> Canadian Centre Policy Alternatives <u>Employment Standards : a Guide to the Employment Standards Act</u> <u>Employment of Young People in the</u>	B.C. <u>Entertainment Industry</u> <b>Fact Sheet</b> <i>A Guide to the Employment Standards Act, Employment Standards Recommende d Changes to the Employment Standards Act</i> <u>Employment Standards Changes Come Into Effect Nov. 30</u> <i>Fact Sheet :</i> <i>Employment Standards Act Using Groups for Background in the Entertainment Industry</i> <u>Employment Standards for the High Technology</u>
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<u>Industry</u>	<i>Standards Act</i>	<i>Employment</i>
<i>Employment</i>	<i>BC's</i>	<i>Standards Act</i>

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