

Strive to Thrive

Career Tips For Ted Rogers School Students

These reports leverage the expertise of BCH staff to share best practices for students & alumni.

September 2024

Employment Law

This report aims to equip students with a foundational understanding of employment law and legislation. Students can better navigate the Canadian work context by possessing more knowledge of employment law, empowering them to vocalize their needs and propel them toward success.



Employment Standards Act (ESA)

The Employment Standards Act provides minimum requirements for provincially regulated employers. The ESA provides minimum standards in areas such as:



Vacations: Employees with less than five years of employment are entitled to **two weeks of vacation time** after each 12-month vacation entitlement year. Employees with five or more years of employment are entitled to **three weeks of vacation time**.



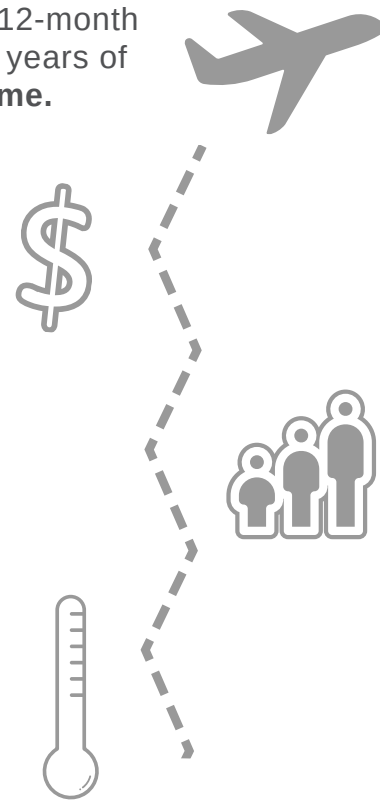
Minimum wages: As of May 2024 the minimum wage for most Ontarians is \$16.55. This will increase to \$17.20, effective October 1, 2024. Several types of workers have different minimum wages.



Age of employment: The minimum age of employment in Ontario is 14 years old. There are age restrictions by industry. Please check accordingly.



Sick Leave: Employees are entitled to take up to three unpaid days of sick leave each calendar year for personal illness, injury, or medical emergencies. This entitlement applies regardless of whether the illness, injury, or emergency was caused by the employee themselves or by external factors beyond their control.



This is not an exhaustive list of areas covered by the ESA please refer to legislation guides put out by the Ontario Government or the actual legislation. There are 33 topics covered within the ESA. Some stakeholders are exempt from the [Employment Standards Act](#).

Human Rights Law

It is a provincial law that gives everybody equal rights and opportunities without discrimination in areas such as jobs, housing, and services. The Code's goal is to prevent discrimination and harassment. Canadians cannot be discriminated against their:

- colour
- religion
- age
- marital status
- family status
- sexual orientation
- genetic characteristics
- national or ethnic origin
- gender identity or expression
- sex (including pregnancy and childbirth)
- mental or physical disability (including previous or present drug or alcohol dependence)
- pardoned conviction



Microaggressions are subtle, often unintentional comments or behaviors that marginalize individuals based on race, ethnicity, religion, gender, age, or disability.

Examples include misidentifying ethnicity, dismissing religious practices, commenting on language skills, or assuming abilities based on pregnancy. Though minor individually, they can accumulate, creating a toxic work environment and harming well-being.

Systems within Human Rights Law



The Ontario Human Rights Commission (OHRC):

Identifies the root causes of discrimination, and to bring about broad, systemic change to remove them. It develops policies and provides public education, monitors human rights, does research and analysis, and conducts human rights public interest inquiries.

The Human Rights Tribunal of Ontario (the Tribunal):

decides if someone's human rights have been violated. Filing a claim must be done through the [Human Rights Commission's Website](#).



The Human Rights Legal Support Centre (the Legal Support Centre):

The Legal Support Centre provides advice, support and legal representation after individuals file their claim with the Tribunal.

Employment Equity

Employment Equity helps organizations identify and address barriers faced by four designated groups: women, Indigenous peoples, persons with disabilities, and visible minorities. For students, understanding Employment Equity is crucial as it promotes fair hiring practices, non-discrimination, and workplace diversity.

These policies ensure equal access to job opportunities, career development, and promotions, which can impact their future career prospects.



Other Employment Law Legislation

What are Unions?

Unions are external to the organization. They support the working conditions of individuals within a particular industry or organization. Employers, employees and trade unions are required to abide by the Labour Relations Act. Unions have been crucial in shaping labor laws and social policies. Learning about unions helps students understand the importance of workers' rights and the ways in which they can be advocated for and protected.



The Purpose of the Labour Relations Act is:

- 1 To facilitate collective bargaining between employers and trade unions that are the freely-designated representatives of the employees.
- 2 To recognize the importance of workplace parties adapting to change.
- 3 To promote flexibility, productivity and employee involvement in the workplace.
- 4 To encourage communication between employers and employees in the workplace.
- 5 To recognize the importance of economic growth as the foundation for mutually beneficial relations amongst employers, employees and trade unions.
- 6 To encourage co-operative participation of employers and trade unions in resolving workplace issues.
- 7 To promote the expeditious resolution of workplace disputes.

Common Terminology Within Unions

Collective Bargaining: The negotiation process between a union and an employer.

Collective Agreement: The written agreement between employees and their organization or industry which outline

Bargaining Unit: A collection of a similar type of employee created for the purpose of collective bargaining

Strike: Discontinuing or slowing down of work resulting in a decreased output

Arbitration: Leverages a neutral third party to make a decision for disputing parties

Mediation: A neutral third-party helps disputing parties communicate so they may reach an agreement

Pay Equity

Regardless of job descriptions, men and women must receive equal pay for comparable work. The Act applies to all Ontario employers except those with fewer than ten employees. Employers cannot retaliate against employees who inquire about pay equity. Complaints about pay equity issues or retaliation can be filed through the [Pay Equity Office's Website](#).



Free Resources



Provides access to official copies of Ontario's statutes and regulations.
<https://www.ontario.ca/laws>



Human Rights eLearning

Individuals can learn about the different types of Human Rights Laws in Ontario.
<https://www.ohrc.on.ca/en/learning/learning>

Visit the Business Career Hub

Employer Events

The BCH hosts several employer events to prepare you for your professional career. Refer to your weekly 'BCH Careers Newsletter' for a list of upcoming [events](#).

Bootcamps/Prep Programs

Advance your technical and soft skills, earn digital badges, and gain an advantage in today's workforce through bootcamps. Click here to [register](#) for current bootcamps.

Coaching & Mock Interview

For career coaching, interview prep and more, [schedule a 1:1 appointment](#) with a Career Consultant or a Co-op Coordinator.



[TedRogersBCH](#)



[Business Career Hub Website](#)



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Jason is a Career Consultant with experience in post-secondary advancement and accounting. Having formal training in career development, he is passionate in helping others achieve their dream career and building meaningful relationships.



Student Contributor Sue Ronald

Sue is a Human Resource Management student in the Ted Rogers Co-op program. Sue aspires to work in the areas of learning and development, change management or talent acquisition. She is interested in HR analytics and leveraging their skills to help organizations make data driven decisions.

Data Sources

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