

TICKETS FOR VIOLATIONS OF THE *EMPLOYMENT STANDARDS ACT, 2000*

Effective July 1, 2004, employers may be fined under the Ontario *Provincial Offences Act* (the "POA") for violating certain provisions of the *Employment Standards Act, 2000* (the "ESA").

Under the *Provincial Offences Act*, employment standards officers who have been appointed as provincial offences officers can issue tickets to employers who fail to comply with the *ESA*. The tickets will carry fines of \$300. If issued a ticket, an employer can choose to pay the fine or appear in a provincial court to dispute the offence. The Ministry of Labour can also take other action against the employer to ensure compliance with the *ESA*.

Tickets can be issued for a range of *ESA* violations, including:

- Failing to pay an employee's wages
- Failing to retain records
- Failing to give vacation time
- Requiring employees to work hours in excess of the daily or weekly limits

A government press release states:

As part of the government's increased enforcement of the *ESA* this year, a series of 2,000 inspections and follow-up visits in sectors with high rates of non-compliance is already underway.