

STEPS TO JUSTICE

EMPLOYMENT LAW

An OJEN workshop demonstrating a CLEO
public legal information resource.



CLEO

Community Legal Education Ontario
Éducation juridique communautaire Ontario



True or false?

1. If your job requires you to wear a uniform, your employer can make you pay for it without your consent.



True or false?

2. I really can't function without caffeine in the afternoon.

Good thing employers have to give me a paid lunch break
and a coffee break!



True or false?

3. I work at McDonalds and I accidentally ruined 6 Tiny Macs.
I'm glad they can't make me pay for those!





True or false?

4. I'm so tired today! But at least tomorrow is Remembrance Day, so my boss has to give me the day off.





True or false?

5. I work at Lulumelon, and they want me to wear only Lulumelon clothes to work. I think they have to give me a discount.





Employment Law in Ontario: *What is covered?*

- Getting hired, fired and laid off
- Pay
- Hours of work
- Workers' rights
- Breaks and time off work
- Being safe and being injured at work
- Human rights and discrimination

Employment Standards Act (ESA); Occupational Health and Safety ACT (OHSA), Ontario Human Rights Code (OHRC)



Real Life Legal Problems

Demonstration Scenario

My boss told me that I need to work on Good Friday. He said that because I don't celebrate Easter he doesn't have to pay me any extra for working on a holiday like he does for the staff that do celebrate Easter. This doesn't seem fair.





Human Rights in Employment

Human Rights Laws

Protect Ontarians against discrimination on the basis of things like:

- **Age**
- **Sex**
- **Gender**
- **Disability**
- **Race and ethnicity**
- **Religion and belief**

They deal with five important areas of life:

- **Services, goods and facilities**
 - **Housing**
 - **Contracts**
 - **Employment**
 - **Membership in vocational associations and trade unions**
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Steps to Justice



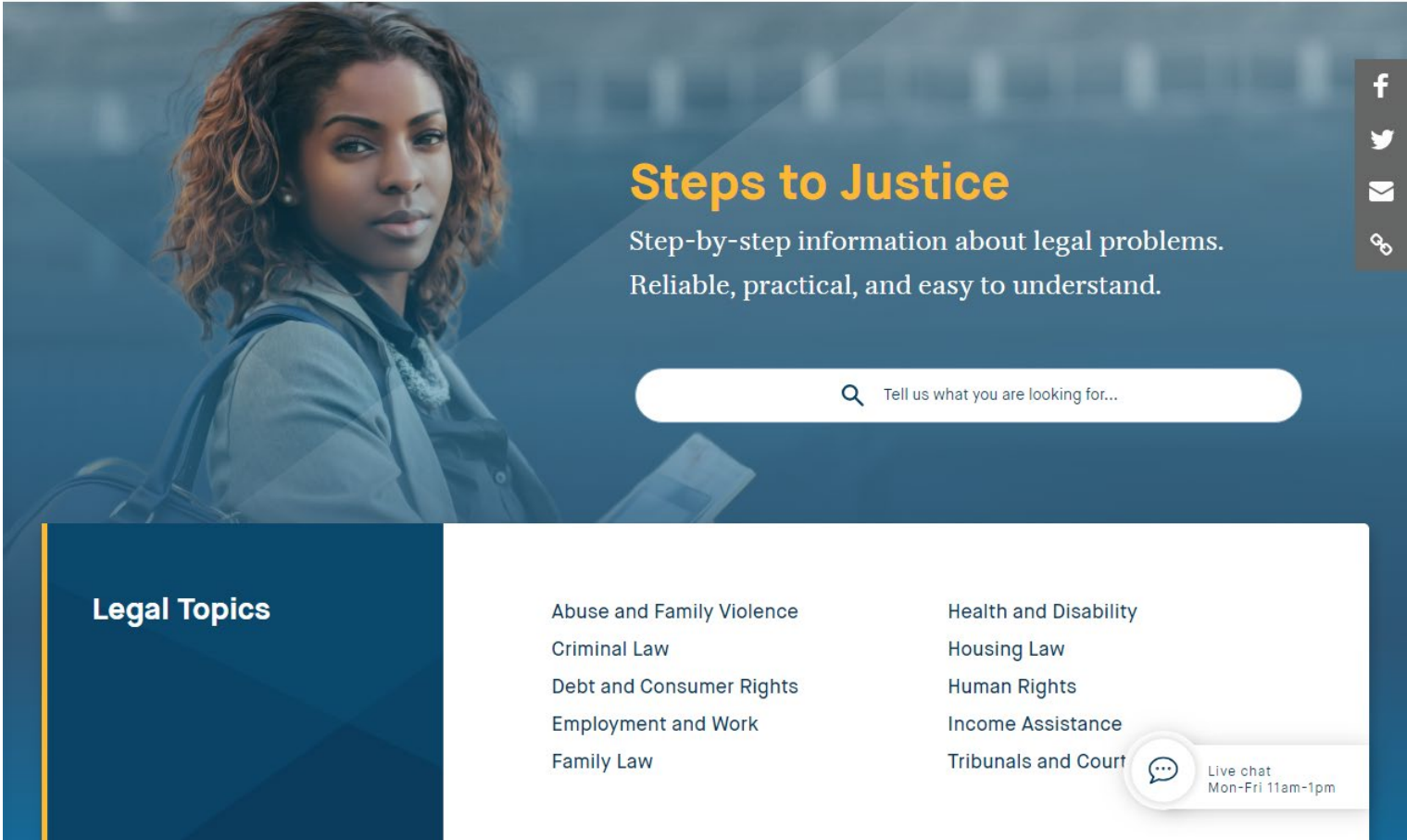
**Steps to Justice**
Your guide to law in Ontario

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Steps to Justice

Step-by-step information about legal problems.
Reliable, practical, and easy to understand.

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 Live chat
Mon-Fri 11am-1pm





My boss told me that I need to work on Good Friday. He said that because I don't celebrate Easter he doesn't have to pay me any extra for working on a holiday like he does for the staff that do celebrate Easter. This doesn't seem fair.

Some questions:

- In general can employers force their employees to work on public holidays?
- How much is “holiday pay”?
- What is the name of the law that covers most jobs in Ontario?
- What are some jobs that are not covered by this law?
- Is there a human rights issue in this scenario?



Group Work

1. Navigate to the Steps to Justice website:
<http://stepstojustice.ca>
2. Read your scenario with your group.
3. Try to identify the main legal issues.
4. Imagine that you are the person in the scenario. Use the Steps to Justice website to answer the questions on your handout.
5. As you browse, try to find out more about how the law would affect the person in your scenario. What does it say? What are their options?
6. Record your answers on the handout.

If you get stuck, ask for help!



Large Group Scenario

FOCUS AREAS:

- 1) Getting fired or laid off
- 2) Notice and compensation
- 3) Harassment and discrimination

I just got fired from a job at a garden store, where I had been working for about two months. When my boss first reviewed my work, he said I was doing a great job and I really liked working there.

After that though, he started to act differently towards me. He would often put his hands on my shoulders and hips or lean really close when he was talking to me. He said things about how he was sick of his relationship and that he wanted to be with other people. I never clearly told him to stop because I was worried he would fire me, but it made me really uncomfortable. Then he tried to kiss me and asked me to come over to his apartment after work. I refused and I said it was because I am in a serious relationship.

A few days later he fired me. He said there was no work for me, even though it was springtime and the store was really busy. I didn't get any notice or compensation, he just fired me on the spot and told me to go home. This all feels really wrong. Can he do that? What should I do?

