



Helpful Legal Information for Employment Law

Your Legal Rights, a project of CLEO, is a website for the Ontario public that brings together legal information on dozens of topics from hundreds of reliable sources across the province.

Go to www.yourlegalrights.on.ca and look under **Employment and Work > All resources on this topic**.

There you will see many resources relating to Employment Law, including:

Title	Have you been fired or laid off?
Source	Community Legal Education Ontario (CLEO)
Content	This booklet is about the legal rights under the Employment Standards Act of workers who have been fired or laid off. It covers topics such as minimum notice periods, termination pay and severance pay, and making a claim against an employer.

Title	Employment Insurance
Source	Community Legal Education Ontario (CLEO)
Content	This resource is about the rules regarding regular Employment Insurance (EI) benefits. It explains who qualifies, how to apply, and how much a person can receive and covers topics such as disqualifications and penalties, and what can happen if you are fired, laid off, or you quit your job. There is also a short section on re-employment benefits.

Title	Making a claim
Source	Community Legal Education Ontario (CLEO)
Content	This pamphlet explains what a worker should do if they have a job-related injury or disease, how they can apply for benefits from the Workplace Safety and Insurance Board, and what happens when the Board gets a report of their injury. It also has sections about what their employer must do, and where injured workers can get legal help.

Title	Your Rights at Work: An Action Guide for Fair Employment
Source	Workers' Action Centre
Content	This booklet explains how workers can protect and assert their rights and what to do if their rights are violated. Topics covered include starting a new job, wages, hours of work, leaves and time off, injuries at work, termination, and discrimination and harassment. It is available in English, Spanish, Tamil and Chinese.

Related Common Questions

Go to www.yourlegalrights.on.ca/common-questions-browse and look under the topic **Employment and Work** to find answers to questions like this:

What are the rules about hours of work under the Ontario Employment Standards Act (ESA)?

What rights do workers have in relation to public holidays?

I am taking time off work while I have a baby. What happens to my benefits and job while I am on pregnancy leave?

Where to get legal help

Go to www.yourlegalrights.on.ca/find-services and look under **Services by Legal Topic > Employment and Work**.

Ontario's **Community Legal Clinics** are funded by Legal Aid Ontario to provide legal services for low-income individuals and families in a variety of areas of law including employment law. Clinics can also help you to find support and help by directing you to other community agencies that provide assistance. For more information visit www.legalaid.on.ca or call:

Toll-free: 1-800-668-8258

Toronto area: 416-979-1446

Toll-free TTY: 1-866-641-8867

Toronto area TTY: 416-598-8867

Ontarians who have questions about their employment rights can call the **Ministry of Labour's Employment Standards Information Centre** in 23 languages at 1-800-531-5551.

The Workers' Rights Information Line provides information and support for people in Ontario who are having a problem at work. To get information and support call 416-531-0778.

The **Industrial Accident Victims Group of Ontario (IAVGO)** provides information, advice, and representation to injured workers. Visit their website at www.iavgo.org or call:

Toll-free in Ontario: 1-877-230-6311

Toronto area: 416-924-6477

Toll-free in Canada for migrant workers: 1-866-521-8535

The Law Society of Upper Canada has information to help you find legal assistance. Visit the Law Society's online **Lawyer and Paralegal Directory** or call the **Law Society Referral Service** at 416-947-3330 or 1-800-268-8326.

JusticeNet is a not-for-profit service helping people in need of legal expertise, whose income is too high to access legal aid and too low to afford standard legal fees. JusticeNet is currently available to anyone living in Ontario. Visit their website at www.justicenet.org or call 416-479-0552 or 1-866-919-3219.

You can use this space to jot down questions you would like to ask or notes you want to make about the presentation.

Remember that the presenter cannot give you legal advice about your particular issue – they can give you general legal information.

Question 1:

Question 2:

Notes: