

Employment Standards Compliance - The Results Are In!

Each year, Ontario's Ministry of Labour ("MOL") announces targeted industries which will be subject to a 'blitz'. The purpose of a blitz is to promote compliance with the *Employment Standards Act, 2000* and to educate employers. The MOL is transparent in this process and the specific industries that will be subject to a blitz are publicized by the MOL in advance. In conducting a blitz, the MOL has a broad range of powers to impose compliance orders.

Of particular interest to employers are the results following a blitz. The MOL recently published the results from the Employment Standards Retail Services Blitz which took place from October 1, 2013 to December 31, 2013. The results from the 118 inspections that were conducted are as follows:

- 24 employers were compliant and no violations were found
- 256 compliance orders were made
- Over \$240,000.00 was recovered for employees
- The most common monetary violation was for public holiday pay
- The most common non-monetary violations were for failure to obtain specific required agreements (i.e. excess hours agreement, agreement to pay vacation pay on each paycheque) and record keeping

In light of these results, compliance with employment standards legislation should be a priority for all employers. Although these specific results stem from Ontario's MOL, employment standards legislation in each Canadian jurisdiction contains similar compliance and enforcement powers to issue monetary and non-monetary orders. Conducting an audit of your organization's human resources practices represents a mandatory risk management strategy.

Please contact e2r Solutions® if you would like to discuss employment standards compliance with one of our Service Providers.