

# Employment standards tools and calculators

The *Employment Standards Act, 2000* (ESA) is a law that sets out the rights and responsibilities of employees and employers in Ontario. We have a suite of interactive tools and calculators to help you understand employment standards such as termination of employment, hours of work and overtime, and public holidays. Learn more below and at [Ontario.ca/ESAtools](https://Ontario.ca/ESAtools).

## ES self-service tool

This tool helps employers and employees understand and determine rights and obligations under the ESA. The tool is an innovative way to access information and get help with employment standards, including minimum wage, payment of wages, hours of work and overtime, and public holidays.

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## Guide to employment standards special rules and exemptions

While most employees in Ontario are covered by the ESA, exemptions and special rules apply in certain circumstances. Use this guide to find out when these special rules and exemptions apply.

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## Public holiday pay calculator

Use this tool to better understand who qualifies for public holiday pay and how to calculate it.

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## Hours of work and overtime tool

This tool has helpful tutorials and calculators to help you understand hours of work and overtime rules under the ESA.

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## Severance tool

After a job loss, some employees may qualify for severance pay. Use this tool to understand who qualifies and how to calculate severance pay.

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## Termination tool

Employees may qualify for termination pay after a job loss. Use this tool to learn about who qualifies and how to calculate notice of termination and termination pay.

# Employment standards resources

The *Employment Standards Act, 2000* (ESA) applies to most employees and employers in Ontario. Here are some useful resources that provide general information about employment standards rights and responsibilities.

## Employment standards poster

The employment standards poster gives a description and provides links to important rights and requirements under the ESA. Employers are required to provide every employee with a copy of the poster. It is available in many languages for free.

[Ontario.ca/ESAposter](https://www.ontario.ca/ESAposter)

## Your guide to the ESA

*Your guide to the Employment Standards Act* provides detailed information about employment standards, including specific rules around pay periods, wage statements and record keeping. It also features a chapter dedicated to temporary help agencies.

[Ontario.ca/ESAGuide](https://www.ontario.ca/ESAGuide)

## Filing a claim

Employees who want the ministry to investigate if their rights under the ESA have been violated must file a claim using our claim form. File your claim online by using the e-claim form or download a PDF copy. [Ontario.ca/ESAclaims](https://www.ontario.ca/ESAclaims)

## Multilingual resources

The ministry provides employment standards information and resources in multiple languages online. [Ontario.ca/employmentrights](https://www.ontario.ca/employmentrights)

**Disclaimer:** This resource has been prepared to help employees and employers understand some of the minimum rights and obligations established under the *Employment Standards Act, 2000* (ESA) and regulations. It is not legal advice. It is not intended to replace the ESA or regulations and reference should always be made to the official version of the legislation. Although we endeavour to ensure that the information in this resource is as current and accurate as possible, errors do occasionally occur. The ESA provides minimum standards only. Some employees may have greater rights under an employment contract, collective agreement, the common law or other legislation. Employers and employees may wish to obtain legal advice.

## Have a question?

Call the Employment Standards Information Centre. Information is available in multiple languages.

**416-326-7160**

Greater Toronto Area

**1-800-531-5551**

Toll-free

**1-866-567-8893**

TTY for hearing impaired