

Human Resources Legislative Update

“Tips and Gratuities” Reforms to the ESA Effective June 10, 2016

Date: December 15, 2015

On December 10, 2015, Bill 12, [An Act to Amend the Employment Standards Act, 2000 With Respect to Tips and Other Gratuities](#), received Royal Assent, and accordingly, its reforms to the *Employment Standards Act, 2000* (“ESA”) will come into force on June 10, 2016 (i.e. 6 months after the Royal Assent date).

[As previously reported](#), the Bill 12 amendments to the ESA will prohibit employers from withholding, making deductions from, or collecting tips or other gratuities from employees unless authorized to do so under the ESA or its regulations. At this time, no new regulations have been filed, however we continue to monitor for further legislative developments.

For detailed information on Bill 12, see our *FTR Now* dated December 7, 2015, “[Ontario Passes New Legislation Governing Tips and Gratuities](#).”