Human Resources Legislative Update

Summer ESA and OHSA Inspection Blitzes to Focus on New and Young Workers

Date: May 31, 2016

Among other recently announced initiatives, the Ministry of Labour is conducting two province-wide enforcement and prevention inspection blitzes for new and young workers in seasonal, part-time or temporary employment:

- From May 2 to June 30, 2016, a young worker employment standards inspection blitz to monitor employer compliance with the *Employment Standards Act, 2000*, with a focus on hours of work, overtime pay, vacation with pay, minimum wage and public holidays in the food services, retail and construction sectors and “sectors known to employ young workers”
- From July 18 to September 2, 2016, a new and young worker health and safety inspection blitz to monitor industrial sector employers for compliance with safety requirements in the *Occupational Health and Safety Act*, to ensure workers are protected by required safety measures, equipment and procedures to prevent injuries, and to ensure they are “properly instructed, trained and supervised on jobs, and meet minimum age requirements.”

“Young workers” are individuals aged 14 to 24 years.

“New workers” include “young workers” and those aged 25 and older who are on the job for less than six months or who are assigned to a new job in the same workplace, as well as:

- Any new hire, either permanent or temporary, with or without experience in the industry where they are working
- Current workers who are assigned new jobs
- Student workers
- Co-op placements or apprentices
- Seasonal workers.