

ONTARIO COURT OF JUSTICE

IT IS ORDERED, pursuant to the provisions of the *Provincial Offences Act* and the rules for the Ontario Court of Justice, that the amount set opposite each of the offences in the attached Items of Schedule 4.2 under the Provincial Statutes and Regulations thereunder is the Set Fine.

This Order comes into effect on the 1st day of July, 2004.

DATED AT TORONTO this

20th

day of June, 2004.



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BRIAN W. LENNOX, Chief Justice
Ontario Court of Justice

SCHEDULE 4.2
Employment Standards Act, 2000

ITEM	COLUMN 1	COLUMN 2 SECTION	SET FINE
1.	Fail to post materials	subsection 2 (1)	\$295.00
2.	Fail to post translated materials	subsection 2 (3)	\$295.00
3.	Fail to pay wages on regular pay day	subsection 11 (1)	\$295.00
4.	Fail to pay wages within time allowed after employment ends	subsection 11 (5)	\$295.00
5.	Fail to give wage statement	subsection 12 (1)	\$295.00
6.	Fail to give wage statement within time allowed after employment ends	section 12.1	\$295.00
7.	Improperly withhold or deduct from wages	subsection 13 (1)	\$295.00
8.	Fail to make records	subsection 15 (1)	\$295.00
9.	Fail to maintain homeworker register	subsection 15 (2)	\$295.00
10.	Fail to retain records	subsection 15 (5)	\$295.00
11.	Fail to retain documents	subsection 15 (7)	\$295.00
12.	Fail to make vacation records	subsection 15.1 (1)	\$295.00
13.	Fail to retain vacation records	subsection 15.1 (5)	\$295.00
14.	Fail to keep records readily available	section 16	\$295.00
15.	Require or permit hours of work to exceed limits	subsection 17 (1)	\$295.00
16.	Fail to give 11 hours free from work in day	subsection 18 (1)	\$295.00
17.	Fail to give 8 hours free from work between shifts	subsection 18 (3)	\$295.00
18.	Fail to give weekly or bi-weekly period free from work	subsection 18 (4)	\$295.00
19.	Fail to give eating period	subsection 20 (1)	\$295.00
20.	Fail to pay overtime pay	subsection 22 (1)	\$295.00
21.	Fail to pay overtime pay - employment ended before time off in lieu taken	subsection 22 (8)	\$295.00
22.	Fail to pay minimum wage	subsection 23 (1)	\$295.00
23.	Fail to give day off with public holiday pay - day ordinarily a working day	subsection 26 (1)	\$295.00

Reve

SCHEDULE 4.2
Employment Standards Act, 2000

ITEM	COLUMN 1	COLUMN 2 SECTION	SET FINE
24.	Fail to pay regular pay, give substitute day off with public holiday pay or pay premium pay plus public holiday pay – employee agreed to work – day ordinarily a working day	subsection 27 (2)	\$295.00
25.	Fail to pay regular pay, give substitute day off with public holiday pay or pay premium pay plus public holiday pay – employee required to work – day ordinarily a working day	subsection 28 (2)	\$295.00
26.	Fail to give substitute day off with public holiday pay – day not ordinarily a working day	subsection 29 (1)	\$295.00
27.	Fail to pay public holiday pay -employee agreed to public holiday pay in lieu of substitute day - day not ordinarily a working day	subsection 29 (3)	\$295.00
28.	Fail to pay regular pay, give substitute day off with public holiday pay or pay premium pay plus public holiday pay – employee agreed to work - day not ordinarily a working day	subsection 30 (2)	\$295.00
29.	Fail to pay public holiday pay – employment ended before substitute day	section 32	\$295.00
30.	Fail to give vacation time	subsection 33 (1)	\$295.00
31.	Fail to give vacation time - stub period	subsection 34 (2)	\$295.00
32.	Fail to pay vacation pay	section 35.2	\$295.00
33.	Fail to pay vacation pay accrued when employment ends	section 38	\$295.00
34.	Fail to give vacation statement	subsection 41.1 (1)	\$295.00
35.	Fail to give notice of termination or pay in lieu of notice	section 54	\$295.00
36.	Fail to pay severance pay	section 64	\$295.00
37.	Fail to pay into trust – non-union employee elects to retain recall rights	subsection 67 (6)	\$295.00
38.	Fail to produce records or provide assistance	subsection 91 (8)	\$295.00
39.	Fail to post notice	section 93	\$295.00

Paul