



Career Resources

Employment Standards Resource Guide, 2024



This material is designed as supplementary reading material for New Arrivals from Ireland.

New Arrivals have a broad range of qualifications, knowledge and experience in many functional disciplines. Certain guidelines and resources may fit your profile, others may not. Ultimately, it is your choice to select the guidelines and resources that best fit your situation and take the steps that best represent you in the marketplace. Note that employment processes in Canada may be different to what you have experienced in the past.

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www.irishcanadianimmigrationcentre.org
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HOW INFORMED ARE YOU ABOUT THE MINIMUM EMPLOYMENT STANDARDS FOR YOUR LOCATION?

In Canada, **minimum** conditions and employment standards are regulated by the individual province or territory. Some may be subject to Federal standards for employees working for a federally regulated employer. Remember, the various acts (listed below) are the minimum acceptable working conditions. Your prospective employer may offer terms above and beyond the minimum requirements e.g. more vacation days than the required minimum, better pay than minimum wage in your province.

Tips to help you understand your minimum rights and responsibilities as an employee:

- do your research
- learn what employment act applies to your location
- understand the regulations, get informed about employee and employer rights and responsibilities, learn good practices
- get guidance from qualified sources to answer your questions.

To help you get started, check out the links in the table below.

Province or Territory	Name of Act or Code	Links to Learn More: Resources, Education, and Contact Us
Alberta	Employment Standards Code	https://www.alberta.ca/employment-standards-education-resources https://www.alberta.ca/contact-employment-standards
BC	Employment Standards Act	https://www2.gov.bc.ca/gov/content/employment-business/employment-standards-advice/employment-standards https://www2.gov.bc.ca/gov/content/employment-business/employment-standards-advice/employment-standards/contact-us
Manitoba	Employment Standards Code	https://www.gov.mb.ca/labour/standards/index.html https://www.gov.mb.ca/labour/standards/contact.html
New Brunswick	Employment Standards Act	https://www2.gnb.ca/content/gnb/en/departments/post-secondary_education_training_and_labour/People/content/EmploymentStandards.html https://www2.gnb.ca/content/gnb/en/departments/post-secondary_education_training_and_labour/People/content/EmploymentStandards/ContactUs.html
Newfoundland and Labrador	Labour Standards Act	https://www.gov.nl.ca/ecc/files/Publications_Labour_Relations_At_Work_Updates_October-2022.pdf https://www.gov.nl.ca/ecc/department/frequently-asked-questions/

Province or Territory	Name of Act or Code	Links to Learn More: Resources, Education, and Contact Us
Nova Scotia	Labour Standards Code	https://novascotia.ca/lae/employmentrights/ https://novascotia.ca/lae/labourstandards/contact.asp
Ontario	Employment Standards Act	https://www.apps.labour.gov.on.ca/es-self-service-tool/ https://www.ontario.ca/feedback/contact-us?id=26926&nid=133936
Prince Edward Island	Employment Standards Act	https://www.princeedwardisland.ca/en/topic/employment-standards-0 https://www.princeedwardisland.ca/en/information/workforce-advanced-learning-and-population/employment-standards-in-pei
Quebec	Act Respecting Labour Standards	https://educaloi.qc.ca/en/capsules/workplace-protections-in-quebec/#:~:text=An%20employee%20dealing%20with%20a,travail%20(CNESST)%20for%20assistance https://www.quebec.ca/en/government/ministere/emploi-solidarite-sociale/laws-and-regulations#c11991
Saskatchewan	Saskatchewan Employment Act	https://www.saskatchewan.ca/business/employment-standards https://www.saskatchewan.ca/contact-us
Nunavut	Labour Standards Act	https://nu-nlsb.ca/faq/ https://www.gov.nu.ca/en/justice-and-individual-protection/labour-and-employment-standards
Northwest Territories	Employment Standards Act	https://www.ece.gov.nt.ca/en/services/employment-standards/frequently-asked-questions https://www.ece.gov.nt.ca/en/employment-standards
Yukon	Employment Standards Act	https://yukon.ca/en/employment/employment-standards https://yukon.ca/en/places/employment-standards-hours-and-location

Federal Level	
Government of Canada links for Federal Labour Standards	<p>Government of Canada – Rights For Foreign Workers - https://www.canada.ca/en/canadian-heritage/services/rights-workplace.html#a4</p> <p>Work Permit – When You Start Working - https://www.canada.ca/en/immigration-refugees-citizenship/services/work-canada/permit/temporary/start-working.html</p> <p>Federal Labour Standards - https://www.canada.ca/en/services/jobs/workplace/federal-labour-standards.html</p>

Note: The links above are provided to get you started. This is not an exhaustive list. Your research may generate additional resources and links.