



# Investigating Employment Standards Act (ESA) Claims: Provincial and Regional Trends

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## Executive Summary

The Employment Standards Act (ESA) outlines the minimum standards for most workplaces in Ontario. This includes, for example, minimum wage, hours of work, vacation pay and vacation time, or termination pay. If a violation of the ESA occurs, a worker may file a claim against their employer.

Between January 1, 2022, to January 1, 2025, 1,561 ESA claims were closed in Hamilton, Grimsby, and Burlington, representing ~2.3% of Ontario's 41,796 claims during this period. These claims contained 4,202 alleged contraventions, averaging 2.69 violations per claim, indicating that most workplace violations are complex and involve multiple ESA breaches. To better understand workplace rights violations in the region, the McMaster Research Shop partnered with Solidarity Place Worker Education Centre (Solidarity Place) to conduct a quantitative study of provincial and regional ESA data obtained through a Freedom of Information (FOI) Request from the Ministry of Labour, Immigration, Training and Skills Development.

Using this data, our findings reveal:

1. **Wage-related contraventions constitute the majority of ESA claims across all jurisdictions.** The top three contraventions— “Payment of Wages” (20.3%), “Termination Pay” (11.5%), and “Vacation Pay/Vacation Time” (7.6%)—account for nearly 40% of all violations in Hamilton/Grimsby.
2. **Hamilton/Grimsby's violation patterns mirror provincial trends.** Only “Wage Statements” contraventions occurred at a significantly higher rate locally (7.5% locally vs. 6.0% provincially). This suggests workplace violations in Hamilton/Grimsby follow systemic, province-wide patterns rather than patterns affected by local factors.
3. **Five industries account for most ESA claims.** By far, Accommodation and Food Services had the most claims, followed by Retail Trade, Health Care and Social Assistance, Professional/Scientific/Technical Services, and Construction. These sectors typically employ workers in precarious positions who may be more vulnerable to violations.
4. **Hamilton and Grimsby had slightly lower rates of ESA claims per 1,000 working adults between 2022-2025.** Hamilton (3.54) and Grimsby (3.41) had the lower rates of ESA claims per 1,000 adults than Burlington (6.81) and Ontario (6.43) overall. This could imply that there are fewer violations happening in Hamilton and Grimsby or that workers are less likely to report violations when they do happen.

The concentration of violations in specific violation types and industries provides clear targets for educational programming and advocacy efforts, though more research into the root causes of violations would help to further tailor efforts.

# Introduction

## Overview

Solidarity Place Worker Education Centre (Solidarity Place) is a Hamilton-based community organization striving to empower workers by providing education and resources that help them understand their rights in the workplace. Through workshops and seminars, Solidarity Place focuses on equipping workers, particularly those in vulnerable positions, with the knowledge and tools to advocate for themselves. Their programming supports a wide range of individuals, including newcomers to Canada, young workers, and those in precarious or low-wage employment.

The Employment Standards Act (ESA) outlines the minimum standards for most workplaces in Ontario. This includes minimum wage, hours of work, vacation, safety, etc. Most employees are covered by the ESA, and if their rights are violated, they can file a claim with the Ministry of Labour, Immigration, Training and Skills Development within two years of the incident. To strengthen the case for continued, targeted, and expanded programming, Solidarity Place requested research support from the McMaster Research Shop to investigate the proportion of ESA claims filed in the Hamilton region and the reasons behind these claims.

To do this, we looked at ESA claims data obtained through a Freedom of Information request from the Ministry. Using this data, we answered the following questions:

1. *How many Employment Standards claims were filed in Hamilton and the surrounding areas between 2022 to 2025?*
2. *How does the frequency of these claims compare between jurisdictions?*
3. *What were the primary reasons for these claims?*
4. *What types of contraventions are most common in which jurisdictions?*
5. *In Hamilton and Grimsby, what types of contraventions are most common in which industry?*

This report summarizes the research team's 1) data sources and methods, 2) findings and 3) a discussion on the implications of the findings. Findings from this study are intended to inform Solidarity Place's ongoing efforts to tailor its programs to the needs of workers, provide evidence for advocacy and funding, and identify areas where systemic gaps in worker protections may exist.

# Methods

## Data sources and analysis

In July 2025, we received two sets of data from the Ministry:

1. **Detailed Hamilton Area Data:** This includes 1,561 ESA claims filed against businesses in Hamilton, Burlington and Grimsby between January 1, 2022, to January 1, 2025. Each claim documented the company it was filed against, location, date, alleged contraventions, address, receipt and closure dates, and type of closure. “Closed” claims means they were declined, resolved, or withdrawn. This data does not include active ESA claims.
2. **Aggregate Provincial Data:** This dataset identifies the number of claims received in Ontario. This data includes open and closed claims and figures for types of contraventions filed in Ontario, also for the same timeline between January 1, 2022, to January 1, 2025. 41,796 claims were received in Ontario over this period.

The data analysis began with a thorough cleaning process. This involved correcting typographical errors, resolving ambiguous or merged entries involving multiple contraventions, and addressing other discrepancies. Entries from Burlington were separated from Hamilton and Grimsby for comparisons.

As one of our research questions seek to understand common contraventions within different industries, the research team manually assigned a North American Industry Classification System ([NAICS](#)) code to each business (Appendix D). When assigning codes, the team searched business names online and made classifications to the best of their judgment based on the goods and/or services the business provided. In cases where the business activity could not be confirmed, the entry was labeled “UNCAT.” (uncategorized).

We used pivot tables to generate counts and proportions of alleged contraventions across jurisdictions. To see if Hamilton/Grimsby had different proportions of certain contraventions compared to the rest of the province, we used two-proportion z-tests to determine if any differences were statistically significant (or just due to random variability in the data). Since we were testing multiple allegation types simultaneously, we applied the Bonferroni correction to account for multiple comparisons. Lastly, we calculated Cohen's h to measure the effect size and quantify the practical significance of any differences between the jurisdictions.

## Limitations

Our research team faced some constraints while completing the study.

**Data Variations:** Although we received both Hamilton area and provincial data from the same time period, the provincial dataset included all received ESA claims, some of which may still be open, whereas the Hamilton area data only contained closed claims. This likely inflates the frequency of claims in the province compared to the Hamilton area. Additionally, the provincial dataset lacked detailed records for each claim, precluding NAICS comparisons between the two datasets.

**Lack of independence:** The provincial data includes Hamilton/Grimsby cases, meaning our comparison groups are not statistically independent. Hamilton/Grimsby cases comprise approximately 2.3% of the provincial total, which may slightly inflate the similarity between the two groups and reduce our ability to detect true differences. However, given that Hamilton/Grimsby represents a small fraction of the provincial caseload, this overlap is unlikely to substantially affect our conclusions.

**NAICS Assignment:** Our team identified and manually assigned a NAICS code to each business based on online descriptions of goods/services provided by that business. While using best judgement, this introduces the potential for human error. Also, in some cases, some business organizations and their locations were redacted. Where insufficient information was available, businesses were categorized as “UNCAT.”

## Findings

### *Number of ESA claims and allegations filed in Hamilton and the surrounding areas between 2022 to 2025*

Between January 1, 2022, and January 1, 2025, a total of 1,561 ESA claims were closed in Hamilton, Grimsby and Burlington. Hamilton represents the largest number of closed ESA claims (n=904; 58%). Burlington represents the second largest number of closed ESA claims (n=610; 39%), whereas Grimsby represents the smallest number of closed ESA claims (n=46; 3%). Compared to the provincial total of 41,796, claims in Hamilton/Grimsby represent 2.3% of provincial cases (Table 1).

**Table 1. Count and % of ESA Claims and Alleged Contraventions per Municipality**

Jurisdiction	Count of ESA Claims (%)	Count of Alleged Contraventions (%)
Hamilton	904 (58%)	2549 (61%)
Grimsby	47 (3%)	124 (3%)
Burlington	610 (39%)	1529 (36%)
Total	1561	4202

A single claim may include multiple alleged contraventions; therefore, the total number of contraventions exceeds the number of claims. The total number of contraventions is

4,202. The total number of contraventions for Hamilton is the largest (n=2549; 61%). Burlington is the second largest (n=1529; 36%) and Grimsby represents the smallest number of contraventions (n=124; 3%). The total number of alleged contraventions amounts to 4,202. Dividing this figure by the total number of ESA claims (n=1561) reveals an average of 2.69 alleged contraventions per claim.

### *Rate of ESA claims in Hamilton/Grimsby, Burlington, and Ontario*

Table 2 represents the number of claims made from 2022-2025 per 1,000 working adults in Hamilton, Grimsby, Burlington, and Ontario as a whole. The 'Employed Adults' figures were retrieved using 2021 Census Data from the 'Labour Force' topic.<sup>1</sup> Hamilton (3.54 claims per 1,000 employed adults) and Grimsby (3.41 claims per 1,000 employed adults) had the lowest rates of ESA claims. These rates are statistically similar and imply that Hamilton and Grimsby are on trend with one another. However, the rates in Burlington (6.81 claims per 1,000 employed adults) and Ontario (6.43 claims per 1,000 employed adults) are slightly higher.

**Table 2. ESA Claims per 1000 Employed Adults in each Jurisdiction between 2022 and 2025**

	Hamilton	Grimsby	Burlington	Ontario
<b>ESA Claims</b>	904	47	610	41796
<b>Employed Adults</b>	255075	13780	89495	6492895
<b>ESA Claims per 1,000 Employed Adults</b>	3.54405567	3.4107402	6.816023242	6.43719019

### *Alleged contraventions: comparison between Hamilton/Grimsby, Burlington, and Ontario*

As seen in Table 3, the top three most frequently cited contraventions were the same between Hamilton/Grimsby, Burlington, and Ontario: "Payment of Wages," followed by "Termination Pay" and "Vacation Pay/Vacation Time." Within each jurisdiction, these contraventions make up well over a third of all reported contraventions. A table with counts for the full range of alleged contraventions for both Hamilton and Grimsby, and Burlington, can be found in Appendix A and B.

<sup>1</sup> Statistics Canada. (November 15, 2023). (table). *Census Profile*. 2021 Census of Population. Statistics Canada Catalogue no. 98-316-X2021001. <https://www12.statcan.gc.ca/census-recensement/2021/dp-pd/prof/index.cfm?Lang=E>



**Table 3. Frequency of Top 10 Alleged Contraventions in Hamilton/Grimsby, Burlington, and Ontario between 2022 and 2025**

<b>Alleged Contravention(s)</b>	<b>Hamilton and Grimsby</b>	<b>Burlington</b>	<b>Ontario</b>
Payment of Wages	542 (20.27%)	294 (19.23%)	23704 (19.45%)
Termination Pay	308 (11.52%)	219 (14.32%)	13948 (11.44%)
Vacation Pay/Vacation Time	204 (7.63%)	163 (10.66%)	10049 (8.24%)
Reprisals	202 (7.55%)	100 (6.54%)	9706 (7.96%)
Wage Statements	201 (7.55%)	102 (6.67%)	7368 (6.04%)
Limits on Hours of Work	151 (5.64%)	85 (5.56%)	6897 (5.66%)
Severance Pay	119 (4.5%)	100 (6.54%)	6227 (5.1%)
Disconnecting from Work	140 (5.2%)	67 (4.38%)	5782 (4.7%)
Deductions from Wages	118 (4.4%)	63 (4.12%)	5230 (4.3%)
Overtime Pay	107 (4.0%)	41 (2.68%)	5122 (4.2%)

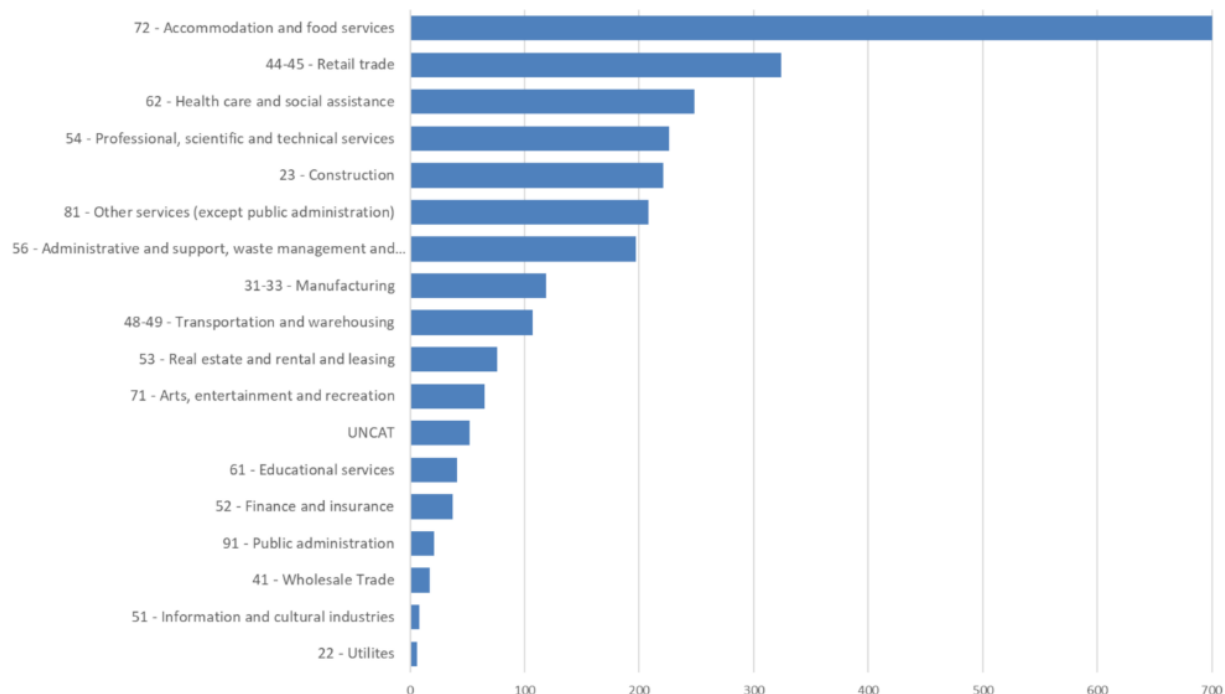
We wanted to see if the proportion certain reported contraventions were higher in Hamilton compared to the rest of the province. Table 4 presents the results of our statistical comparison between Hamilton/Grimsby and Ontario. Notably, “Wage Statements” was the only major contravention in Hamilton/Grimsby with a significantly different proportion than the rest of the province, and with moderate practical significance ( $h=0.06$ ). The “3 Hour Rule” was also statistically significant but only represents 2.4% of alleged contraventions in Hamilton/Grimsby. This alignment suggests that the content of ESA claims in Hamilton/Grimsby are largely consistent with provincial trends.

**Table 4. Statistical comparison of alleged contravention rates between Hamilton/Grimsby and Ontario**

<b>Alleged Contravention(s)</b>	<b>Hamilton and Grimsby</b>	<b>Ontario</b>	<b>Significant?</b>	<b>Effect Size</b>
Payment of Wages	542 (20.3%)	23704 (19.5%)	No	0.0204
Termination Pay	308 (11.5%)	13948 (11.5%)	No	0.0022
Vacation Pay / Vacation Time	204 (7.6%)	10049 (8.3%)	No	-0.0229
Reprisals	202 (7.6%)	9706 (8.0%)	No	-0.0154
Wage Statements	201 (7.5%)	7368 (6.0%)	Yes	0.0586
Limits on Hours of Work	151 (5.6%)	6897 (5.7%)	No	-0.0006
Disconnecting from Work	140 (5.2%)	5782 (4.7%)	No	0.0225
Severance Pay	119 (4.5%)	6227 (5.1%)	No	-0.031
Deductions from Wages	118 (4.4%)	5230 (4.3%)	No	0.0059
Overtime Pay	107 (4.0%)	5122 (4.2%)	No	-0.0102
Public Holidays / Public Holiday Pay	100 (3.7%)	5067 (4.2%)	No	-0.0215
Poster	88 (3.3%)	3428 (2.8%)	No	0.0278
3 Hour Rule	64 (2.4%)	1941 (1.6%)	Yes	0.0576
Tips and other gratuities	59 (2.2%)	2708 (2.2%)	No	-0.0011
Minimum Wage	52 (1.9%)	2314 (1.9%)	No	0.0033
Electronic Monitoring	47 (1.8%)	2022 (1.7%)	No	0.0076
Misclassification	47 (1.8%)	3056 (2.5%)	No	-0.0522
Leaves of Absence	38 (1.4%)	2226 (1.8%)	No	-0.0322
Non-compete Agreements	29 (1.1%)	1493 (1.2%)	No	-0.0132
Retail Business	10 (0.4%)	504 (0.4%)	No	-0.0063
Benefit Plans	7 (0.3%)	353 (0.3%)	No	-0.0053
Equal Pay for equal work	6 (0.2%)	366 (0.3%)	No	-0.0149
THA Termination of Assignment	6 (0.2%)	371 (0.3%)	No	-0.0156
Failure to provide document(s)	5 (0.2%)	482 (0.4%)	No	-0.0394

## *Analysis of claims and contraventions in Hamilton/Grimsby by industry*

We aimed to identify the most common types of alleged contraventions across various industries in Hamilton and Grimsby. Figure 1 presents a graphical representation of the NAICS industries, and the total number of alleged contraventions made within each industry. A table summarizing the count of alleged contraventions per NAICS industry can be found in Appendix C.



**Figure 1. NAICS Industries and the Total Number of Alleged Contraventions**

By far, the industry with the highest number of ESA contraventions was Accommodation and Food Services. Following that, there was a high number of allegations within Retail Trade; Health Care and Social Assistance; Professional, Scientific and Technical Services; and Construction.

The top three contraventions in each of these five industries are shown in Table 5, below. Payment of Wages was the most common contravention across all listed industries, accounting for 18–25% of total contraventions in each. Termination Pay was the second most frequent in four out of the five industries, ranging from 8–16%, with the exception of Healthcare and Social Assistance, where Reprisals ranked second at 10.9%. The third most common contravention varied between Vacation Pay/Time and Wage Statements. Vacation Pay/Time appeared in two industries: Retail Trade (8%) and Healthcare and Social Assistance (9.3%). Wage Statements appeared in three

industries: Accommodation and Food Services (8.9%), Professional, Scientific, and Technical Services (10.2%), and Construction (8.1%).

**Table 5. Top 5 Represented Industries with the Top 3 Contraventions in Each Industry**

NAICS Identification	Alleged Contravention	Percentage
62: Healthcare and Social Assistance	Payment of Wages	24.6%
	Reprisals	10.9%
	Vacation Pay / Time	9.3%
71: Accommodation and Food Services	Payment of Wages	20.6%
	Termination Pay	11.0%
	Wage Statements	8.9%
44 - 45: Retail Trade	Payment of Wages	18.2%
	Termination Pay	16.0%
	Vacation Pay / Time	8.0%
54: Professional, Technical and Scientific Services	Payment of Wages	24.8%
	Termination Pay	9.3%
	Wage Statements	10.2%
23: Construction	Payment of Wages	25.8%
	Termination Pay	8.6%
	Wage Statements	8.1%

## Discussion

This study investigated the rate, count, and proportion of ESA claims in Hamilton/Grimsby, Burlington, and Ontario, and tested to see if there were any meaningful differences in Hamilton's distribution of ESA alleged contraventions. We looked at the rate of ESA claims per jurisdiction and Hamilton and Grimsby demonstrated low rates of claims per 1,000 employed adults (3.54 and 3.41, respectively). Compared to Burlington (6.81) and Ontario (6.43) overall. This could imply that there are fewer violations happening in Hamilton/Grimsby or that workers are less likely to report violations when they do happen.

The data shows a clear trend toward wage-related issues being the primary reason for ESA claims across all jurisdictions, as the top 3 alleged contraventions were "Payment of Wages", "Termination Pay", and "Vacation Pay/Vacation Time." Furthermore, "Reprisals", "Wage Statements", "Limits on Hours of Work", "Disconnecting from Work", "Severance Pay", "Deductions from Wages", and "Overtime Pay" also had substantial numbers of claims. Addressing these top 10 categories collectively through educational and claims process supports would target almost 80% of all ESA claims in Hamilton/Grimsby.

Compared to Ontario, the only ESA contravention allegation category demonstrating a higher proportion in Hamilton compared to the rest of the province was “Wage Statements,” comprising 7.5% of claims (compared to 6% province-wide). The near-identical proportions of violation types between Hamilton/Grimsby and Ontario indicate that workplace violations follow systemic, province-wide patterns rather than being driven by unique local factors. This means that proven provincial strategies and educational resources could be implemented locally rather than developing novel approaches tailored to Hamilton/Grimsby conditions.

Lastly, the distribution of claims and alleged contravention types between industries revealed patterns with practical significance. By far, the greatest number of claims come from the Accommodation and Food Services sector, followed by Retail Trade; Health Care and Social Assistance; Professional, scientific and technical services; and Construction. We suppose that these industries tend to employ workers who may be more vulnerable to workplace violations due to factors like lower unionization rates, higher turnover, precarious employment arrangements, and potentially less awareness of employment rights. As such, targeted outreach to workers in these sectors may reach those most in need of educational support and other resources, whereas sector-wide advocacy efforts may best focus on these industries.

With regards to the specific allegations, industry trends largely mirror Hamilton/Grimsby and provincial trends, with “Payment of Wages”, “Termination Pay”, “Wage Statements”, and “Vacation Pay/Vacation Time” being the most common. The Healthcare and Social Assistance industry demonstrated a notably high number of “Reprisals,” which may warrant further investigation as to why and, following that, the development of targeted interventions for the sector.

A major strength of this study was the large sample size, allowing us to reliably detect patterns in the data. However, this quantitative analysis doesn’t reveal the underlying causes of these patterns—why certain contraventions occur more frequently, what systemic factors drive industry-specific trends, the extent of underreporting across different sectors and violation types, or the most effective intervention strategies. Further research should investigate these causal mechanisms and assess the effectiveness of targeted educational, advocacy, and other interventions. Understanding these deeper dynamics would inform more targeted and effective policy responses to protect workers’ rights.

## Appendices

### Appendix A – Count of Alleged Contraventions in Hamilton and Grimsby

Count of Alleged Contraventions	Grimsby	Hamilton	Grand Total	Percentages
Payment of Wages	25	517	542	20.2768425
Termination Pay	18	290	308	11.52263374
Vacation Pay / Vacation Time	10	194	204	7.631874299
Reprisals	9	193	202	7.557052001
Wage Statements	8	193	201	7.519640853
Limits on Hours of Work	4	147	151	5.649083427
Disconnecting from Work	6	134	140	5.237560793
Severance Pay	11	108	119	4.451926674
Deductions from Wages	1	117	118	4.414515526
Overtime Pay	6	101	107	4.002992892
Public Holidays / Public Holiday Pay	4	96	100	3.741114852
Poster	4	84	88	3.29218107
3 Hour Rule	4	60	64	2.394313505
Tips and other gratuities	3	56	59	2.207257763
Minimum Wage	2	50	52	1.945379723
Electronic Monitoring	3	44	47	1.758323981
Misclassification	3	44	47	1.758323981
Leaves of Absence	0	38	38	1.421623644
Non-compete Agreements	1	28	29	1.084923307
Retail Business	0	10	10	0.374111485
Benefit Plans	1	6	7	0.26187804
Equal Pay for equal work	1	5	6	0.224466891
THA Termination of Assignment	0	6	6	0.224466891
Failure to provide document(s)	0	5	5	0.187055743
THA Client Business Reprisals	0	4	4	0.149644594
THA Prohibited Fees	0	4	4	0.149644594
THA Required Information	0	3	3	0.112233446
Prohibition against cost recovery	0	2	2	0.074822297
Prohibition against reprisal	0	2	2	0.074822297
Prohibition against retaining property	0	2	2	0.074822297
No contravention provided	0	2	2	0.074822297
THA Restrict Hiring	0	2	2	0.074822297

Prohibition Against Charging/Collecting fees	0	1	1	0.037411149
Lie detector test	0	1	1	0.037411149
Grand Total	124	2549	2673	

## Appendix B – Count of Alleged Contraventions in Burlington

Count of Alleged Contraventions	Burlington	Percentages
Payment of Wages	294	19.22825376
Termination Pay	219	14.32308698
Vacation Pay / Vacation Time	163	10.66056246
Wage Statements	102	6.671026815
Severance Pay	100	6.540222368
Reprisals	100	6.540222368
Limits on Hours of Work	85	5.559189012
Disconnecting from Work	67	4.381948986
Deductions from Wages	63	4.120340092
Public Holidays / Public Holiday Pay	61	3.989535644
Tips and other gratuities	50	3.270111184
Overtime Pay	41	2.681491171
Poster	38	2.4852845
3 Hour Rule	25	1.635055592
Misclassification	25	1.635055592
Leaves of Absence	21	1.373446697
Minimum Wage	16	1.046435579
Electronic Monitoring	15	0.981033355
Non-compete Agreements	13	0.850228908
THA Termination of Assignment	7	0.457815566
Failure to provide document(s)	5	0.327011118
Prohibition Against Charging/Collecting fees	3	0.196206671
Prohibition against reprisal	3	0.196206671
Benefit Plans	3	0.196206671
Equal Pay for equal work	3	0.196206671
THA Client Business Reprisals	2	0.130804447
Retail Business	2	0.130804447
No contravention provided	1	0.065402224
THA Required Information	1	0.065402224
Prohibition against cost recovery	1	0.065402224
Grand Total	1529	



## Appendix C – Count of NAICS and Alleged Contraventions

Alleged Contraventions	NAICS Code																		Grand Total
	22	23	41	51	52	53	54	56	61	62	71	72	81	91	31-33	44-45	48-49	UNCAT.	
3 Hour Rule		5	2	1	1	2	5	8	1	5	2	12	7	1	2	6	4		64
Benefit Plans		1								2		1	1			1		1	7
Deductions from Wages	1	14			1	4	11	8	1	12	2	27	7	1	3	18	7	1	118
Disconnecting from Work		11	1		2	5	12	7	3	11	4	37	17	1	5	13	7	4	140
Electronic Monitoring		4	1		1	1	2	3	2	5	2	15	5	1		2	2	1	47
Equal Pay for equal work		1					1	3								1			6
Failure to provide document(s)							1	1				2				1			5
Leaves of Absence	1	3	1				1	4		7		4	4		4	5	3	1	38
Lie detector test								1											1
Limits on Hours of Work		11	1		2	3	11	4	4	14	3	44	15		7	21	8	3	151
Minimum Wage		3				3	4	1	1	1	3	20	3			9	3	1	52
Misclassification	1	6				2	2	1	2	5	2	10	5		1	3	5	2	47
No contravention provided								1				1							2
Non-compete Agreements		1					4	1	1	7		7	4		2	2			29
Overtime Pay	1	10			1	5	11	3	4	9	4	27	10	1	6	12	2	1	107
Payment of Wages		57	4	2	7	14	56	36	7	61	12	144	37	4	16	59	16	10	542
Poster		7	1		2	3	9	3	1	4	3	28	10	1	2	8	5	1	88

Prohibition Against Charging/Collecting fees											1							1	
Prohibition against cost recovery											2							2	
Prohibition against reprisal					1						1							2	
Prohibition against retaining property						1					1							2	
Public Holidays / Public Holiday Pay		9		2	4	11	6	4	5	2	27	10		2	14	2	2	100	
Reprisals	1	12	3	2	4	14	21	3	27	3	51	17	2	9	23	8	2	202	
Retail Business								1			5			3		1	10		
Severance Pay		8		3	2	7	21	1	7	3	24	3	2	14	16	6	2	119	
Termination Pay	1	19	1	1	6	7	21	28	2	22	7	77	23	2	20	52	15	4	308
THA Client Business Reprisals							2		1								1	4	
THA Prohibited Fees							2										2	4	
THA Required Information							2										1	3	
THA Restrict Hiring									1								1	2	
THA Termination of Assignment							4				1						1	6	
Tips and other gratuities		3			1	1	2		1	1	39	3			3	4	1	59	
Vacation Pay / Vacation Time		18	1	3	3	7	18	15	1	23	6	30	18	2	19	29	6	5	204
Wage Statements		18	1	1	4	8	23	9	2	18	6	62	9	3	7	23	4	3	201
Grand Total	6	221	17	8	37	76	226	197	41	248	65	700	208	21	119	324	107	52	2673

## Appendix D – Legend for NAICS

The North American Industry Classification System (NAICS) is taken from Statistics Canada.

Code	Sector
11	Agriculture, forestry, fishing and hunting
21	Mining, quarrying, and oil and gas extraction
22	Utilities
23	Construction
31-33	Manufacturing
41	Wholesale trade
44-45	Retail trade
48-49	Transportation and warehousing
51	Information and cultural industries
52	Finance and insurance
53	Real estate and rental and leasing
54	Professional, scientific and technical services
55	Management of companies and enterprises
56	Administrative and support, waste management and remediation services
61	Educational services
62	Health care and social assistance
71	Arts, entertainment and recreation
72	Accommodation and food services
81	Other services (except public administration)
91	Public administration