

**Ogimaa Gamig owi Nakiiwin, Aandakijig, Gikinomaagewin miinwaa
Nigaajitowin Ombinigaadeg (Ministry of Labour, Immigration, Training
and Skills Development)**

Gdo dibiniweziwinan aawiyin Foreign National Under the Employment Standards Act, 2000

Gaawii niinwi dibaakinaziinaa: Maanda nikaaziwin agii zhichigaademigad awii naadmaagaaziwaad anakiitaagejig miinwaa anakiitiwindwaa nisastamiwaad aanin newen bangii dibiniweziwinan miinwaa nendowendaagokin agaa maajiishkaachigaadeg zhiwe *Employment Standards Act, 2000* (ESA) miinwaa naakinigewinan. Gaawii onashowe giiikimigewin aawizino. Gaawii nenjigaadesino awii naabising owi ESA maage naakinigewinan miinwaa ginowaabmjigaade aabdeg owi inaakinigaadeg zhibiigan owi gimaawin. Owi ESA miigwemigad bangii goweta naagijigewinan goweta. Aanin anakiitaagejig gnimaa ado yaanaa-aan woshme minik dibiniweziwinan zhiwe owi anakiitaage gwayakondiwin, maamowi anakiitaagejig bezhigwendamowin, owi gete naaknigewin maage bkaan naaknigewin.

Maanda gikendamowin mazinigan miigwemigad maandobiigan newen gidibinewiziwinan aawiyin mayegizid debendaagozisig kiing enkiitaaged zhiwe Ontario zhiwe owi [Employment Standards Act, 2000](#) (ESA). Mayegizijig debendaagozisijig kiing enkiitaagejig zhiwe Ontario ado yaanaa-aan naasaab dibiniweziwinan dibishko aanin enkiitaagejig zhiwe Ontario.

Owi ESA zhisidoonan bangii naajigewinan newen gegaa kina enji anakiitaageng maampii Ontario, owi edigosing gnigen minik dibagewin miinwaa maanji minik dibagiisiwaan anakiwin. Onjike naaknigewinan miinwaa zaagiji ayaang gewe aanin anakiitaagejig. Woshme gego awii gikendaman miinwaa awii gikendaman endogwen gdo anakiwin ayaamigag bezhigwong naaknigewinan maage bagidinigewin memkaach awii bwaa naagidoong, azhaan odi [Ontario.ca/ESAtools](https://ontario.ca/ESAtools).

Owa nendo aangizhechiged dowendaagozi awii miinig owi mazinaakizigan maanda gikendamowin mazinigan shkwaa ginonig. Giishpin agii bwaa nikaaziyyin nendo aangizhechiged, owa enkiitwod dowendaagozi awii miinig owi mazinaakizigan maanda gikendamowin mazinigan jibwaa maadaangizheyin. Giishpin gdo ntam iniwewin gaawii aawizinag Zhaagnaashiimiwin miinwaa temigag maanda mazinigan gdo iniwewin, owa anakiitwod aabdeg aga miinig owi gikendamowin mazinigan gdo ntam iniwewin.

Owa enkiitwod aabdeg aga miinig mazinaakizigan owi Anakiitaageng Naagijigewinan Aaswaakogan bliinji 30 giizhigadoon owi agii maajitaayin gdo anakiwin. Giishpin gdo ntam iniwewin gaawii aawizinag Zhaagnaashiimiwin, owa anakiitwod aabdeg aga miinig owi aaswaakogan gdo ntam iniwewin, giishpin gagwedwewin miinwaa giishpin temigag.

Owi aawiyin mayegizid debendaagozisig kiing enkiitaaged zhiwe Ontario, owi age gdo ginowenimigwo zhiwe owi [Employment Protection for Foreign Nationals Act, 2009](#) (EPFNA). Shkwaa ginonig, gdo nendo aangizhechiged, maage enkiitwod giishpin bwaa nikaaziyyin nendo aangizhechiged, aabdeg gewii aga miinig gikendamowin mazinigan owi gdo dibiniweziwinan zhiwe owi EPFNA jibwaa maajitaayin gdo nakiiwin. Giishpin gdo ntam iniwewin gaawii aawizinag Zhaagnaashiimiwin, owa enkiitwod maage nendo aangizhechiged aabdeg aga miinig owi gikendamowin mazinigan gdo ntam iniwewin, giishpin temigag. Woshme gego gikendamowin, aga bigosenimigwo awii ginowaabmdaman [Ontario.ca/EPFNA](#).

Wegnesh ayaawong ndo nakiitaage naagijigewin dibiniweziwinan enji nakiiyaan?

Memaanji dibasaamigag dibamaadiwin

Gagwech gwa, aabdeg aga dibamaagwo gnigen gwa memaanji dibasaag ezhi dibamaageng. Aanigodinong gwa, owi gabeshiyin miinwaa wiisinyin debang owa enkiitwod gnimaa adaa azhi ginowaabmjigaadenon dibamaadiwin.

Owi woshme gikendamowin owi memaanji dibasaag dibamaadiwin maage owi gabeshiyin miinwaa wiisinyin madookidaagemigad memaanji dibasaag dibamaadiwin, aga bigosenimigwo awii ginowaabmdaman: [Ontario.ca/minimumwage](#).

Gagwech gwa dibamaagowin giizhigad miinwaa gashkichigewi-mazina'iganan

Owa enkiitwod aabdek awii zhisidoon gagwech gwa dibamaagowin giizhigad, dibishko gonaa, ensa niizh name-giizhig Zozep-giizhigaag, maage 1st miinwaa 15th ensa nigo-giizis. Owa enkiitwod aabdeg kina gwii dibamaag agaa gashkitoyin owi apii agaa zhisidood awii dibamaag gaawii woshme wiikaa maanda dibamaagowin giizhigad.

Owa enkiitwod aabdeg age aga miinig gdo gashkichigewi-mazina'igan. Owa enkiitwod aabdeg aga miinig gdo gashkichigewi-mazina'igan zhibiigan maage waasamo biiwaabkoons zhibii'igan giishpin ayaaman mazinaakozigan. Gdo gashkichigewi-mazina'igan aabdeg ada digosin maanda gikendamowin:

- Apii minik dibamaadiwin
- Gashkichigewin ayaawong, giishpin temigag bezhig
- Kina minik owi gashkichigewin
- Minik miinwaa onji owi ensa minik zhoonyaa bamigaademigag
- Minik dibagewin owi gabeshiwin miinwaa mijim (giishpin gego temigag)
- Ishkoseg minik gashkichigewin

Apiichi minik owi dibagiisiwaan anakiing miinwaa apii wiisining

Gaaqii gdo dowendaagozisii awii anokiiyin woshme niishwaaswi dibagiisiwan nigo giizhigad maage owi minik dibagiisiwan owi gdo gagwech anakiing giizhigad giishpin gdo gagwech owi gdo gagwech anokiiyin giizhigad woshme gnesh aawon dash niishwaaswi dibagiisiwanan. Gaawii maamdaa gdo dowendaagozisii awii nakiiyin woshme niimdana shi niishwaaswi dibagiisiwan owi nigo namegiizhigag. Gdaa nakii woshme dibagiisiwaan ensa giizhigag maage ensa nigo name-giizhig giishpin giin miinwaa owa anokiitwod bezhigwendimeg owi zhibiigaadeg.

Owa enkiitwod aabdeg gwii miinig 30 dibagaans awii wiisiniyin apii giizhitowin nakiiyin naanon dibagiisiwaan. Giin miinwaa enkiitwod gdaa bezhigwendamam owi niish woshme ajina wiisining ayaawong maamwisemigag apiinish 30 dibagaans biinji owi naanon dibagiisiwaan.

Aabdeg aga miinigo 11 aabajisemigag dibagiisiwaan bwaa nakiiyin ensa giizhigag. Gagwech gwa aabdeg aga debinaan niishwaaswi dibagiisiwaan bwaa nakiiyin biitwiwiing nakiiwin. Aabdeg aga ayaan 24 gwayak dibagiisiwaan bwaa nakiiyin ensa anokii name-giizhig, maage 48 gwayak dibagiisiwaan bwaa nakiiyin ensa niish nakii name-giizhig. Woshme gikendan newen dibagiisiwaan owi nakiing odi [Ontario.ca/hoursofwork](https://ontario.ca/hoursofwork).

Baashkaji Minik Dibagiisiwaan Anakiing Dibamaadiwin

Gagwech agwa, gdo anokiitwod aabdeg gwii dibamaag baashkaji minik dibi-igan anakiing dibamaadiwin giishpin anakiiyiin woshme 44 dibagiisiwaan owi nigo name-giizhig.

Baashkaji minik dibagiisiwaan anakiing dibamaadiwin aawon 1 ½ minik gdo dibamaagowin. Dibishko gonaa: Sherie ado gashkitoon \$17.00 ensa dibagiisiwaan. Agii nakii 48 dibagiisiwaan owi nigo name-giizhig, amiidash agii nakiid niiwin aanke dibagiisiwaan. Sherie ado aanke-dibagiisiwaan aawon \$25.50 ensa dibagiisiwaan (\$17.00 x 1.5). Sherie agii gashkitoon \$102.00 owi aanke dibagiisiwaan (\$25.50 x 4).

Gdaa debinaan dibamaagowin nakiisiwon meshkwod owi baashkaji miniik dibagiisiwaan anakiing dibamaadiwin giishpin giin miinwaa anokiitwod bezhigwendameg owi zhibiimeg. Dibamaagowin nakiisiwon miigwem owi 1 ½ dibagiisiwaan minik owi ensa baashkaji minik dibagiisiwaan anakiing. Owi dibamaagowin nakiisiwon aabdeg ada daapinigaademigad biinji niswi giizis apii gashkichigaadeg.

Woshme gikendan owi aanke dibagiisiwaan odi [Ontario.ca/overtime](https://ontario.ca/overtime).

Odaminowin apii miinwaa dibamaadiwin

Gegaa gwa kina enkiitaagejig ayaanaa-aa dibiniweziwin owi odaminowin apii miinwaa odaminowin dibamaadiwin. Owi minik odaminowin apii miinwaa odaminowin dibamaadiwin penimandaagwod apiichi gnesht agaa anakiiyin owa enkiitwod. Giishpin agii nakiitwod owa anokiitwod nondaa naano biboon, gdo ayaan dibiniweziwin owi niish name-giizhig owi odaminowin apii shkwaa ensa midaaswi shi niish giizis odaminowin naabdendmowin biboon miinwaa odaminowin apii dibamaadiwin owi niiwin % newen kina gashkichigewin. Giishpin agii nakiitwod owa naasaab anokiitwod naanon maage woshme minik biboon, gdo ayaan dibiniweziwin owi niswi name-giizhig owi odaminowin apii

shkwaaa ensa midaaswi shi niish giizis odaminowin naabdendmowin biboon miinwaa odaminowin dibamaadiwin owi nigodwaaswi % newen kina gashkichigewin.

Gagwech gwa, owa enkiitwod aabdeg aga dibamaag gdo odaminowin dibamaadiwin moshkin gwa jibwaa daapinaman gdo odaminowin nwebiwin. Dash wiigwa, owi zhibiiman nendaman, owi enkiitwod gdaa dibamaag odaminowin dibamaadiwin ensa dibamaagowin.

Dibishko gonaa: Malala agii nakiitwaan owa anokiitwod owi nisiwi biboon. Adaa daapinaan niish name-giizhig owi odaminowin nwebiwin miinwaa gashkitoon niiwin % owi odaminowin nwebiwin dibamaadiwin. Ado gashkitoon \$1500.00 ensa niizh name-giizhig. Malala miinwaa owa enkiitwod agii bezhigwendamog awii dibamowin odaminowin dibamaadiwin ensa dibamaagowin. Malala dibamowaa \$60.00 ($\$1500 \times 4\%$) owi odaminowin dibamaadiwin ensa dibamowin.

Woshme gikendan owi odaminowin niwebiwin miinwaa odaminowin dibamaadiwin odi [Ontario.ca/vacation](https://ontario.ca/vacation).

Bemaadizijig gichitwaa giizhigadoon

Ontario ado yaanan zhaangswi bemaadizijig gichitwaa giizhigadoon ensa biboon.

- Animkodaading Giizhigad
- Inowediziwin Giizhigad
- Makadeke Giizhigad
- Gichi Ogimaakwe Giizhigad
- Gaanada Giizhigad
- Anakijig Giizhigad
- Miigwetchiwin Giizhigad
- Niibaa-namaa Giizhigad
- Ogimaa Giizhigad

Gagwetch gwa, gdo ayaan dibiniweziwin awii daapinaman owi bemaadizijig gichitwaa giizhigag bwaa nakiyiin miinwaa dibamaagowin bemaadizijig gichitwaa giizhigag dibamaadiwin.

Temigad owi naagijigan owi nda gikenjigaadeg bemaadizijig gichitwaa giizhigag dibamaadiwin:

- Maandogidan gdo gagwetch gashkichigewin miinwaa kina odaminowin dibamaadiwin awaa gashkichigaadeg owi niiwin name-giizhig jibwaa owi bemaadizijig gichitwaa giizhigag temigag.
- Dashkinan owi minik niishtana minik

Dibishko gonaa: Josef ado gashkitoon \$600 ensa nigo name-giizhig. Ado debinaan 4% odaminowin dibamaadiwin ensa dibamaagaazad. Owi niiwin name-giizhig jibwaa owi nakii name-giizhig apii owi bemaadizijig gichitwaa giizhigag temigag, Josef ado gashkichigewin agii aawon \$2400 ($\600×4). Owi niiwin name-giizhig jibwaa owi bemaadizijig gichitwaa giizhigag temigag, owi minik odaminowin dibamaadiwin agaa dibamaagaazad agii aawon \$96 ($\$2400 \times 4\%$). Josef mazinamowaa \$124.80 owi gichitwaa giizhigag dibamaadiwin ($\$2496 \div 20$).

Gdaa anakii owi bemaadizijig gichitwaa giizhigag giishpin giin miinwaa enkiitwod bezhigwendameg maanda zhibiigaadeg. Gagwech gwa, giizhpin nakiiyin owi bemaadizijig gichitwaa giizhigag, aabeg gwii dibamaagwo bemaadizijig gichitwaa giizhigag miinwaa ishpaamigag dibamaadiwin newen dibagiisiwaan agii nakiiyin owi gichitwaa giizhigag MAAGE aga dibamaagwo gdo gagwech minik debamaagowin newen dibagiisiwaan agaa nakiiyin owi bemaadizijig gichitwaa giizhigag miinwaa nakiisiwan bkaan giizhigag owi debinaman bemaadizijig gichitwaa giizhigag dibamaadiwin. Woshme gego awii gikendaman owi bemaadizijig gichitwaa giizhigadoon odi: Ontario.ca/publicholidays.

Kowe boonitaang anakiing

Zhiwe owi ESA, temigadoon gwa gmaaminig newen bwaa dibamaagowin, anakiiwiin-ginowenjigaadeg kowe boonitaang anakiing, e'digosing:

- Aakoziwin enji kowe boonitaang nakiing: Gdaa daapinaan niswi giizhigad minik nigo biboon gaawii dibamaagosiwon giishpin aakoziyin, wiisigishinan maage aakosiwin niizaanag. Gdaa daapinaan aakoziwin enji kowe boonitaawin nakiiyin goweta zhaazhigwa agii nakiitaageyin gnigen gwa niizh name-giizhig naabidesing minik.

- Inodewiziwin naagidowenjigewin kowe boontaayin nakiiyin Gdaa daapinaan nishwi giizhigad minik nigo biboon gaawii dibamaagosiwon awii naagidowenimad owa inodewiziwinan yaakozijig, wiisgishinowaad, maage aakoziwin niizaanendaagwog maage wewiib nendowendaagwog awii naagidowenjigaadeg. Gwanda gdo iniwemijig digo-aawiwog gwiidigemaagan, binoojiinig, gitiziimag, gechi aawijig maage e'nowemad e'penimandaagwog awii ginowenimad maage nyaadimowad. Gdaa daapinan inodewiziwin naagidowenjigewin kowe boontaayin nakiiyin zhaazhigwa agii nakiitaageyin gnigen gwa niizh name-giizhig naabidesing.
- Maajiishkaang enji kowe boonitaang nakiing: Myaagiishkaajig enkiitaagejig adaa daapinaanaa-aa biinish 17 name-giizhig owi gaawii dibamaagosiwon kowe boonitaayin nakiiyin maajitaamigag manjigwa apii biinji 17 name-giizhig jibwaa ndaadizikeyin. Owa enkiitaaged adaa daapinaan maajiishkaawin enji kowe boonitaang nakiing giishpin goweta agii maajitaad nakiitaaged owa enkiitowin gnigen gwa 13 name-giizhig jibwaa ndaadiziiked.
- Gitiziim aawing kowe boonitaang nakiing: Oshki gitiziingejig adaa daapinaanaa-aa apiinish 61 maage 63 name-giizhig owi bwaa dibamaagowin kowe boonitaang nakiing. Owa enkiitaaged adaa daapinaan gitiziim aawing kowe boonitaang nakiing giishpin goweta agii maajitaad nakiitaaged owa enkiitowin gnigen gwa 13 name-giizhig jibwaa ndaadiziiked.

Yaa-aabi gwa bekaanag dnowaan kowe boonitaang nakiing zhiwe owi ESA, e-digosing nibod gwaya, inodewiziwin naagidowenimind miinwaa inodewiziwin aakoziwin kowe boonitaang nakiing.

Woshme gikendan owi kowe boonitaang nakiing odi Ontario.ca/ESAGuide.

Giishkinigaazad anakiitaaged wiindamaagewin miinwaa dibamaadiwin

Gego gwa kina ezhiwebak, giishpin enkiitwod ndowendang awii ekwaatod gdo nakiiyin, owa enkiitwod aabdeg aga miinig ezhibiigaadeg wiindamaagewin owi giishkinigaazad anakiitaaged maage giishkinigaazad anakiitaaged dibagewin. Aabdeg gwii nakiitwaa gdo anakiitwod gnigen gwa nishwi giizis awii yaaman dibiniweziwin owi giishkinigaadeg wiindamaagewin nakiiwin maage giishkinigowin dibamaadiwin.

Owi minik etemigag awii wiindamaagowin maage dibamaagowin penimandaagwod epiich minik agaa nakiitwod owa enkiitwod.

- Nondaaj nigo biboon owi nakiiwin: nigo name-giizhig
- Nigo biboon apiinish niizho biboon owi nakiiwin: niizh name-giizhig
- Niswi biboon owi nakiiwin: niswi name-giizhig
- Niiwin biboon owi nakiiwin: niiwin name-giizhig
- Naanon biboon owi nakiiwin: naanon name-giizhig
- Nigodwaaswi biboon owi nakiiwin: nigodwaaswi name-giizhig
- Niizhwaaswi biboon owi nakiiwin: niizhwaaswi name-giizhig
- Nishwaaswi biboon owi nakiiwin: nishwaaswi name-giizhig

Dibishko gonaa: Li agii nakiitwaan naasab owa enkiitwod owi 16 giizis. Agii gashkitoon \$800.00 ensa name-giizhig. Newen enkiitwaajin aabdeg ada miinigwon niizh name-giizhig giishkinigaazad anakiitaaged maage giishkinigaazad anakiitaaged dibagewin. Newen enkiitwaajig agii wenaamdan awii dibamowaad giishkinigaazad anakiitaaged dibagewin. Newen enkiitwaajig aabdeg ada dibamaagwon \$1600.00 (\$800 x 2).

Woshme gikendan odi [Ontario.ca/terminationofemployment](https://ontario.ca/terminationofemployment) maage azhaan odi [Ontario.ca/ESAtools](https://ontario.ca/ESAtools) awii maamowibiiman owi minik giishkinigaadeg wiindamaagewin nakiiwin maage giishkinigowin dibamaadiwin gnimaa mezinamaagowin.

Gaawii maamdaa awii inendaman awii bagidinaman gdo dibiniweziwinan.

Gaawii maamdaa awii inendaman maage noziwinkaadaman gwayakondiwin awii bagidinaman wegwen gwa gdo dibiniweziwinan zhiwe owi ESA. Ninda bezhigwendamowinan maage gwayakondiwin gaawii nishizino. Dibishko gonaa, giizhpin noziwinkaadaman gwayakondiwin ekidomigag owi enkiitwod aga dibamaag noondaaj owi memaanji dibasaamigag dibamaadiwin owi bezhigwendamowin gaawii adaa nishizino.

Gaawii maamdaa awii bshazhegowin onji gagwedwewin newen maage nikaaziin gdo ESA dibiniweziwinan

Giishpin gagwedwewin owi maage nakiitowin gdo dibiniweziwinan zhiwe ESA gdo anokiitwod gaawii maamdaa awii bshazhewig manjigwa nikiiyaa, e'digosin owi shkwaataagowin anakiiwin.

Owi woshme gikendamowin maage awii moshkinebiiman gagwedwewin

Owi woshme gikendamowin owi ESA azhaan [Ontario.ca/ESAGuide](https://ontario.ca/ESAGuide).

Giishpin ayaaman gagwedwewinan owi onji ESA gdaa giigid age odi Employment Standards Information Centre odi 416-326-7160, wenpash giigidawin odi 1-800-531-5551, maage TTY 1-866-567-8893. Gikendamowin temigad niibna iniwewinan.

Giishin debwewendaman gaawii agii debinaziin gdo dibiniweziwinan zhiwe ESA, gda zhitoon gagwedwewin owa Ogimaa Gamig owi Nakiiwin, Aandakijig, Gikinomaagewin miinwaa Nigaajitowin Ombinigaadeg (Ministry of Labour, Immigration, Training and Skills Development) odi [Ontario.ca/ESAclaims](https://ontario.ca/ESAclaims).