

APPLICATION IDENTIFICATION NUMBER: 60051612

APPROVAL: EXCESS WEEKLY HOURS OF WORK Under Section 17.1 of the Employment Standards Act, 2000

Issued to: NT TEMPS INC. 39 VICTORIA STREET EAST ALLISTON, ON L9R 1V5

This approval permits employees to work more than 48 hours in a work week up to the specified weekly maximum set out below. This approval only applies to an employee who has agreed (or if unionized, the employee's union has agreed) in writing to work excess hours in accordance with s.17(3)(a) of the Act. Where an employee has revoked an agreement to work excess hours in accordance with subsection 17(6), this approval no longer applies with respect to that employee.

The maximum number of hours an employee may work is the lesser of: (i) the number of hours listed in the chart below and (ii) the number of hours the employee (or union) has agreed to in writing.

Table with 2 columns: OCCUPATION and WEEKLY MAXIMUM. Rows include ASSEMBLER, MATERIAL HANDLER, LANDSCAPING, and FORKLIFT DRIVER, all with a maximum of 60 hours.

A copy of this approval must be posted in at least one conspicuous place in every workplace of the employer where employees in respect of whom the approval applies works so that it is likely to come to the attention of the employees it applies to. The employer must keep the approval posted until it expires or is revoked, and must then remove it.

IMPORTANT INFORMATION FOR EMPLOYERS

This approval was issued based on information the employer provided. Where an employer has indicated that a special rule or exemption under the Act or its regulations regarding hours of work applies, the issuance of an approval is not a binding ruling on the application of the Act or its regulations. Such a ruling can only be made by an employment standards officer following a full investigation, by the Ontario Labour Relations Board or, ultimately the courts.

This approval does not relieve an employer from the requirement to comply with any other applicable provincial legislation that governs an employee's hours of work.

IMPORTANT INFORMATION FOR EMPLOYEES

An employer must provide a non-unionized employee with a copy of the Ministry of Labour's Information Sheet, "Information for Employees About Hours of Work and Overtime Pay", before the employee enters into a written agreement to work in excess of 48 hours in a work week.

The Information Sheet includes important information about employees' rights and employers' obligations for hours of work, rest periods and overtime.

An employer is prohibited from penalizing an employee in any way for exercising rights under the Act. These rights include:

- Refusing to enter into an agreement to work excess hours
Cancelling his/her agreement to work excess weekly hours by providing two weeks written notice

For answers to questions about the Act including how to obtain the Information Sheet, please contact the Employment Standards Information Centre at 416-326-7160 in Toronto or toll-free at 1-800-531-5551. Information about the Act, the Information Sheet, and Fact Sheets are also available on the Ministry's website: www.labour.gov.on.ca.

Application Served: 2016-08-23
Approval Comes into Effect: 2016-10-07

Director of Employment Standards