

**POL-ADM.2018.24 Title: Exemptions from the Employment Standards Act**



**Type:** Human Resources  
**Authority:** CEO  
**Resolution No:** BMPL 2018-77 on 4-19-18; POL-ADM.2018.24  
**Associated Documents:** Employment Standards Act, S.O. 2000 Part 1  
**Original Approval:** 04-19-2018  
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**Reviewed On:**

**Legal Framework**

The BMPL is subject to the Employment Standards Act, S.O. 2000 and all subsequent versions of the Acts.

**ADM.2018.24.01 Exemptions from the Act**

1. The Blue Mountains Public Library shall follow the Ontario Employment Standards Act, S.O. 2000 and all subsequent versions of the Act. The CEO shall work within the Act, including following any exemptions to the Act. In accordance with the ESA, the following are exemptions to the Act when an individual described below works as a volunteer or for compensation:
  - 1.1. A secondary school student who performs work under a work experience program authorized by the school board that operates the school in which the student is enrolled.
  - 1.2. An individual who performs work under a program approved by a college of applied arts and technology or a university.
  - 1.3. A participant in community participation under the *Ontario Works Act, 1997*.
  - 1.4. An individual who performs work under an order or sentence of a court or as part of an extrajudicial measure under the *Youth Criminal Justice Act (Canada)*.
  - 1.5. An individual who performs work in a simulated job or working environment if the primary purpose in placing the individual in the job or environment is his or her rehabilitation.
  - 1.6. Any prescribed individuals. 2000, c. 41, s. 3 (5); 2006, c. 19, Sched. D, s. 7.
2. These individuals shall have employment standards as prescribed by the various governing bodies (e.g. secondary school, college, Ontario Works program, etc.) and not the ESA.
  - 2.1. These individuals will be bound by the policies of the BMPL including all Human Resources and Health & Safety policies.
  - 2.2. All employees, including this exempted class shall be required to sign the Agreement to Comply with Code of Ethics.
  - 2.3. The CEO may further prescribe limitations on these exempted.