

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

# Minik dibagiisiwaan Anakiing miinwaa Baashkaji Minik Dibagiisiwan Anakiing Dibamaadiwin

**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 giikimigewin aawizino. Gaawii nenjigaadesino awii naabising owi ESA maage naakinigewinan miinwaa ginowaabmjigaade aabdeg owi inaakinigaadeg zhibiigan owi gimaawin. Aanowi gwa ndo gajitonaa awii gagwekwendaagwog owi gikendamowin maampii nikaaziwin oshkibiigaademigag miinwaa gagwek aawong ezhi gashkitoong, bimaazhiwinan angwodinong zhichigaadenon. 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.

Owi [Employment Standards Act, 2000](#) (ESA) zhisidoonan bangii goweta naagijigewinan newen gegaa kina enji anakiitaageng maampii Ontario, owi edigosing minik dibagiisiwananakiing miinwaa baashkaji minik dibagiisiwananakiing dibamaadiwin. Maanda gikendamowin mazinigan miigwemigad gikendamowin newen gagwech inaaknigewinan maampii Ontario owi minik dibagiisiwaan nakiing miinwaa baashkaji minik dibagiisiwaan anakiing.

Zhiwe owi ESA, aanin anokiiwinan maage anankiiwinan ado yaanaa'aan bezhigwong naaknigewinan maage bagidinigewin memkaach awii bwaa naagidoong newen minik dibagiisiwananokiing miinwaa baashkaji minik dibagiisiwan anakiing. Woshme gego awii gikendaman miinwaa awii gikendaman endogwen gdo anakiiwin ayaamigag bezhigwong naaknigewinan maage bagidinigewin memkaach awii bwaa naagidoong, azhaan odi [Ontario.ca/ESAtools](https://Ontario.ca/ESAtools).

## **Dibagiisiwaan owi anokiing**

Gaaqii gdo dowendaagozisi awii anokiiyin woshme niishwaaswi dibagiisiwan nigo giizhigad maage owi minik dibagiisiwan owi gdo gagwech anokiing giizhigad giishpin gdo gagwech owi gdo gagwech anokiiyin giizhigad woshme gnesh aawon dash niishwaaswi dibagiisiwanan. Gaawii maamdaa gdo dowendaagozisi awii nakiiyin woshme niimdana shi niishwaaswi dibagiisiwan owi nigo namegiizhigag.

## **Niwebing ayaawong miinwaa wiisining ayaawong**

Owa anokiiwod aabdeg gwii minik 30 dibagaans wiisining ayaawong shkwaa anakiiyin gaawii woshme naanon dibagiisiwan owi anakiiwin, maage niish woshme ajina wiisining ayaawong maamwisemigag apiinish 30 dibagaans biinji owi naanon dibagiisiwan, giishpin owa anokiiwod miinwaa anakiid bezhigwendamowaad.

Owa anokiiwod aabdeg aga miinig 11 aabajsemigag dibagiisiwaan bwaa nakiiyin zhiwe ensa 24 dibagiisiwaan ayaawong. Aabdeg aga ayaan 24 gwayak dibagiisiwaan bwaa nakiiyin ensa anakii name-giizhig, maage 48 gwayak dibagiisiwaan bwaa nakiiyin ensa niish name-giizhig.

Gdo anokiiwod aabdeg aga miinig niishwaaswi dibagiisiwaan bwaa nakiiyin bitwiwiing nakiiwin. Gaawii maanda digosesino giishpin owi kina minik agaa nakiing neniish nakiiwin gaawii woshme aawizino 13 dibagiisiwaan, maage giin miinwaa gdo anokiiwod bezhigwendamoog zhibiigaadeg owi aga debinaan nondaaj niishwaaswi dibagiisiwaan bitwi nakiiwin.

Awii maamowibiiman ninda ayaawong, gajitoo owi Employment Standards Self-Service Tool odi [Ontario.ca/ESAtools](https://Ontario.ca/ESAtools).

## Ozaam niibna dibagiisiwaan owi nakiiwin

Giin miinwaa gdo anokiitwod gdaa bezhigwendameg zhibiigaadeg awii nakiiyin woshme:

- niishwaaswi dibagiisiwaan ensa giizhig maage ado zhisijigaadeg gagwech nakii giizhigad – giishpin woshme aawong niishwaaswi dibagiisiwaan;
- 48 dibagiisiwaan ensa nigo name-giizhig.

### **Gaawii memkaach gdaa inendizii awii nakiiyin ozaam niibna dibagiisiwaan.**

Gishpin giin *gdo* inendam awii nakiiyin ozaam niibna dibagiisiwaan, gaawii maamdaa awii anakiyin woshme minik newen dibagiisiwaan ezhibiigaadeg gdo bezhigwendamowin.

Gdaa nigaasidoon maanda bezhigwendamowin owi miinad gdo anokiitwod niish name-giizhig azhibiigaadeg wiindamaagewin. Gdo anokiitwod age adaa nigaasidoon owi bezhigwendamowin owi deminig minik wiindamaagewin. Apii gdo bezhigwendamowin nigaasijigaadeg, gaawii maamdaa ayaa-aabi awi nakiiyin ozaam niibna dibagiisiwaan.

Giishpin giigidotamaagowin owi anakiitaagejig wijii-ewin, gdo anakiitaagejig wijii-ewin adaa zhitonaa-aan bezhigwendamowin gdo anokiitwod agiin onji.

Woshme awii gikendaman owi dibagiisiwaan minik anakiing, e'digosin ozaam niibna dibagiisiwaan bezhigwendamowin, azhaan 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 anakiyiin woshme 44 dibagiisiwaan owi nigo name-giizhig. Baashkaji minik dibagiisiwaan anakiing dibamaadiwin aawon 1 ½ minik gdo dibamaagowin.

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.

## Baashkaji minik dibagiisiwaan anakiing dibizhigaadeg aabita

Giin miinwaa gdo anakiitwod gdaa bezhigwendamam zhibiigaadeg awii gdo dibagiisiwaa agindaman niish, niswi maage niiwin name giizhig awii dibizhigaadeg aabata gdo dibagiisiwaan niizh, niswi maage niiwin name-giizhig awii nda gikenjigaadeg baashkaji minik dibagiisiwaan anakiing, giishpin gego temigag. Amii maanda edamomigag gdo baashkaji minik dibagewin ondinigaade owi dibizhigaadeg aabita minik dibagiisiwaan agaa nakiiyin owi ayaawong ezhibiigaadeg zhiwe bezhigwendamowin meshkod dash ensa nigo name-giizhig. Gaawii memkaatch gdaa nendizii owi dibizhigaadeg aabita dibagiisiwaan giishpin dowendiziiyin.

Ninda bezhigwendamowinan aabdeg ada digosin apii maajitaamigag miinwaa eskwaasemigag miinwaa gagwech gwa gaawii woshme niizh biboon ada tesino. Gagwech gwa, giin miinwaa enkiitwod gaawii maamdaa awii ishkwatoweg owi dibizhigaadeg aabita dibagiisiwaan jibwaa owi ekwaasemigag, giishpin goweta giin miinwaa enkiitwod bezhigwendameg, zhibiimeg, awii ekwaasidoweg. Giishpin giigidotamaagowin owi anakiitaagejig wiii-ewin, gdo anakiitaagejig wiii-ewin adaa zhitonaa-aan bezhigwendamowin gdo anakiitwod agiin onji. Ninda bezhigwendamowinan gaawii woshme ada aawizinon owi apii owi maamowi nendamowin maajitaamigag.

Woshme gego gikendamowin owi baashkaji nakiing miinwaa dibizhigaadeg aabita dibagewin bezhigwendamowinan ginowaabmdan [Ontario.ca/overtime](https://ontario.ca/overtime).

## Gaawii maamdaa awii bshazhegowin onji gagwedwewin newen maage nikaaziyin gdo ESA dibiniweziwinan

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

## 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, giishpin noziwinkaadaman owi gwayakondiwin kidiyin anakiitwod gaawii memkaach adaa dibaziin bashkaji minik nakiiyin, maanda bezhigwendamowin gaawii nishizino.

## 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, wenspash giigidawin odi 1-800-531-5551, maage TTY 1-866-567-8893. Gikendamowin temigad niibna iniwewinan.

Giishin debwewendaman gaawii agii debinaziyin 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).