

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

Anakiitaagewin Naagijigewinan Dibiniweziwinan gewe Kowe Naadmaagewin Nakii Gamigon Onagimigaaziwaad Anakiitaagejig

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) zhisidonan ganage naajigewinan newen gegaa kina enji anakiitaageng maampii Ontario, dibishko gonaa memaanji dibasaamigag dibamaadiwin miinwaa apiichi minik owi dibagiisiwaan anakiing. Onjike naaknigewinan miinwaa zaagiji ayaang gewe aanin anakiitaagejig, e'digoyaajig onagimigaaziwaad anakiitaagejig newen kowe naadmaagewin nakii gamigon.

Maanda gikendamowin mazinigan gimiiinigwon gikendamowin owi gdo dibiniweziwinan aawiyin onagimigaazad anakiitaaged. Woshme awii gikendaman owi gdo dibiniweziwinan azhaan [Ontario.ca/ESAGuide](https://www.ontario.ca/ESAGuide) miinwaa wenaabmdan Kowe Naadmaagewin Nakii Gamigon.

Miinwaa aanke maanda gikendamowin mazinigan, owi kowe naadmaagewin nakii gamig aabdeg age aga miinig owi Anakiitaageng Naagijigewinan Aaswaakogan biinji 30 giizhigadoon owi agii maajitaayin gdo anakiinwin. Giishpin gdo ntam iniwewin gaawii aawizinag Zhaagnaashiimiwin, gdo anakiitwod aabdeg aga miinig owi aaswaakogan gdo ntam iniwewin, giishpin gagwedwewin miinwaa temigad odi owi Ogimaa Gamig owi Nakiiwin, Aandakijig, Gikinomaagewin miinwaa Nigaajitowin Ombinigaadeg (Ministry of Labour, Immigration, Training and Skills Development). Maanda aaswaakogan temigad awii mazinaakozaman odi [Ontario.ca/ESApster](https://www.ontario.ca/ESApster).

Gdo ayaaw ana onagimigaazad anakiitaaged?

Gdo ayaaw onagimigaazad anakiitaaged owi kowe naadmaagewin nakii gamig giishpin giin miinwaa kowe naadmaagewin nakii gamig bezhigwendameg awii naadimaag makamon kowe anakii onagimigowin.

Gdo kowe naadmaagewin nakii gamig aawi gdo anakiitwod boochigo giishpin bwaa onagimigowin awii anakiitwod bezhig owi ado bemiikwaajin babaamziwinan.

Gdo kowe naadmaagewin nakii gamig aabdeg aga miinig gikendamowin

Gdo kowe naadmaagewin nakii gamig aabdeg aga wiindamaag ado onashowe noziwin, miinwaa bkaan noziwinan enkaazad owa kowe naadmaagewin nakii gamig miinwaa ezhi debinindwaa gikendamowin zhibiigaadeg memaanji wiiba gwa shkwaa aangizhegowin.

Apii gdo kowe naadmaagewin nakii gamig bagidinamaag onagimigowin owi bemiikwaajin babaamziwin, owi nakii gamig aabdeg aga miinig owi eni zhibiigaadeg gikendamowin zhibiigaadeg wewiib gwa ezhi gashkitowaad:

- owa bemiikwaajin babaamziwin onashowe noziwin, bkaan aanin noziwinan enkaaziwaad owa bemiikwaajin babaamziwin miinwaa ezhi debinindwaa.
- gdo dibamaadiwin miinwaa bamitaagewinan

- owi dibagiisiwaan minik awaa nakiiyin
- owi dibaajimowin owi anakiiwin awaa zhichigewin
- owi minik (epiichi gnes) owi onagimigowin (giishpin gikenjigaadeg)
- gdo dibamaagowin ayaawong miinwaa apii dibamaagowin

Gdo kowe naadmaagewin nakii gamig gaawii maamdaa awii naadaabikinimaag aanin engindeg

Gdo kowe naadmaagewin nakii gamig gaawii maamdaa awii naadaabikinimaag engindeg owi:

- aawiyin ado anakiitaaged
- naadmaag makaman onagimigowin
- miinigowin gikendamowin maage giikimigewin owi agezhi zhitowin zhibiigan ayaawiyin maage zhiitaa-in owi nakweshkaagowin, boochigo giishpin gagwedwewin awii naadmaagowin

Bemiikwaajin babaamziwinan gdaa miinig nakiiwin aasgaabiwichigewin maage aangizhe-ig

Gdo kowe naadmaagewiin nakii gamig gaawii:

- nigaashimaasiin owa bemiikwaajin babaamziwin awii miinig nakiiwin aasgaabiwichigewin
- nigaashimaasiin owa bemiikwaajin babaamziwin awii aangizhe-ig
- naadaabikinimaag giishpin owa bemiikwaajin babaamziwin dowendamowaad awii aangizhegowin

Gdo kowe naadmaagewin nakii gamig miinwaa bemiikwaajin babaamziwin aabdeg neniish ada ginowendaanaa-aan zigakibiiganan.

Gdo kowe naadmaagewiin nakii gamig aabdeg ada zigakibii-aan owi minik dibagiisiwan enkiitwod ensa bezhig bemiikwaajin babaamziwin ensa giizhigag miinwaa ensa nigo name-giizhig. Owa bemiikwaajin babaamziwin age aabdeg ada zigakibii-aan owi minik dibagiisiwaan enkiitwod ensa giizhigag miinwaa ensa nigo name-giizhig.

Odaminowin apii miinwaa dibamaadiwin

Gdo ayaan dibiniweziwin owi odaminowin apii miinwaa odaminowin dibamaadiwin. Owi minik odaminowin apii miinwaa odaminowin dibamaadiwin penimandaagwod apiichi gnesh agaa anakiitwod owa gdo kowe naadmaagewin nakii gamig. Giishpin agii nakiitwadwaa gdo kowe naadmaagewin nakii gamig nondaaj naano biboon, gdo ayaan dibiniweziwin owi niish name-giizhiga owi odaminowin apii shkwaa ensa midaaswi shi niish giizis biboon odaminowin naabdendmowin biboon miinwaa odaminowin dibamaadiwin owi niwin % newen kina gashkichigewin. Giishpin agii nakiitwadwaa gdo kowe naadmaagewin nakii gamig naanon maage woshme minik biboonan, gdo ayaan dibiniweziwin owi niswi name-giizhig owi odaminowin apii shkwaaa ensa midaaswi shi niish giizis odaminowin apii naabdendmowin biboon miinwaa odaminowin dibamaadiwin owi nigodwaaswi % newen kina gashkichigewin.

Gagwech gwa, gdo kowe naadmaagewin nakii gamig aabdeg aga dibamaag gdo odaminowin dibamaadiwin moshkin gwa jibwaa daapinaman gdo odaminowin nwebiwin. Dash wiigwa, gdo kowe naadmaagewin nakii gamig gdaa dibamaag gdo odaminowin dibamaadiwin ensa apii dibamaagowin giishpin inendaman zhibiiman.

Dibishko gonaa: Syed agii nakiitwaan ado kowe naadmaagewin nakii gamig niswi biboon minik. Adaa daapinaan niish name-giizhig owi odaminowin nwebiwin miinwaa gashkitoon niwin % owi odaminowin dibamaadiwin. Ado gashkitoon \$1,500.00 ensa niizh name-giizhig. Syed miinwaa ado kowe naadmaagewin nakii gamig agii nendamoo awii dibamowaad odaminowin dibamaadiwin ensa dibamaagaazad. Syed dibamaagaaza \$60.00 ($\$1,500 \times 4\%$) owi odaminowin dibamaadiwin ensa dibamaagaazad.

Woshme gikendan owi odaminowin niwebiwin miinwaa odaminowin dibamaadiwin odi Ontario.ca/vacation.

Bemaadizijig gichitwaa giizhigadoon

Ontario ado yaanan zhaangswi bemaadizijig gichitwaa giizhigadoon ensa biboon.

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

Giishpin ayaayin onagimigowin miinwaa temigag bemaadizijig gichitwaa giizhigag owi bezhig gdo nakii giizhigad, gagwetch gwa gdo ayaan dibiniweziwin awii daapinaman owi bemaadizijig gichitwaa giizhigag bwaa nakiiyin miinwaa dibamaagowin bemaadizijig gichitwaa giizhigag dibamaadiwin.

Temigad owi naagijigan owi nda gikenjigaadeg bemaadizijig gichitwaa giizhigag dibamaadiwin:

- maandogindan gdo gagwetch gashkichigewin miinwaa kina odaminowin dibamaadiwin awaa gashkichigaadeg owi niiwin name-giizhig jibwaa owi bemaadizijig gichitwaa giizhigag
- dashkinan owi minik niishtana minik

Dibishko gonaa: Josefa ayaa owi onagimimind miinwaa gashkitoon \$600 ensa name-giizhig. Debinaan 4% odaminowin dibamaadiwin ensa dibamaagaazad. Gaanada Giizhigad bagisin owi Josefa ado nakii giizhigadon. Zhiwe newen niiwin name-gizhig jibwaa Gaanada name-giizhig, Josefe ado gagwetch gashkichigewin agii aawinon \$2,400 ($\600×4). Zhiwe newen niiwin name-gizhig jibwaa Gaanada name-giizhig, owi minik owi odaminowin dibamaadiwin owa Josefa agii aawon \$96 ($\$2,400 \times 4\%$). Josefa mazinimwaa \$124.80 owi bemaadizijig gichitwaa giizhigag dibaamowin ($\$2,496 \div 20$).

Gdaa anakii owi bemaadizijig gichitwaa giizhigag giishpin giin miinwaa gdo kowe naadmaadwin nakii gamig bezhigwendameg owi zhibiimeg. 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.

Giishpin agii naagimigowin nakiiyin miinwaa owi bemaadizijig gichitwaa giizhigag migising owi giizhigad ayaawong gaawii nakiiswaan, gdo ayaan dibiniweziwin owi meshkod nakiisiwaan giizhigad owi debinaman bemaadizijig gichitwaa giizhigag dibamaadiwin. Giin miinwaa gdo kowe naadmaagewin nakii gamig age gdaa bezhigowendamam zhibiigaadeg owi owa enkiitwod aga dibamaag bemaadizijig gichitwaa giizhigag dibamaadiwin goweta.

Giishpin bwaa nagimigowin nakiiyin apii temigag bemaadizijig gichitwaa giizhigag, gagwech gwa gdo ayaan dibiniweziwin goweta owi bemaadizijig gichitwaa giizhigag dibamaadiwin.

Woshme gego awii gikendaman owi bemaadizijig gichitwaa giizhigadoon odi:

[Ontario.ca/publicholidays](https://ontario.ca/publicholidays).

Giishkinigaadeg owi nagimigowin

Gagwech gwa, giishpin gdo kowe naadmaadiwin nakii gamig dowendang awii giizhkininong (ekwaasemigag) gdo nagimigowin owa bemiikwaajin babaamziwin, gdo kowe naadmaagewin nakii gamig aabdeg aga miinig nigo name-giizhig zhibiigaadeg wiindamaagewin owi nagimigowin maage giizhkinigaadeg owi nagimigowin dibamaadiwin giishpin:

- Agii nagimigowin awii nikiitwod owa bemiikwaajin babaamziwin
- Apii maanda nagimigowin bagidinamaagowin, agii naakinigaade awii aawong nisiwi giizis maaage woshme
- Owi nagimigowin giizhkinigaadeg (ekwaaseg) woshme wiiba owi agaa naakinigaadeg ekwaasemigag giizhigad.

Giizhkinigaadeg owi nagimigowin bkaan aawon dash owi giizhkinigaadeg nakiiwin. Aanowi gwo gdo nagimigowin gnimaa adaa giizhkinigaade, ayaabi gwa gdo nakiitwaa gdo kowe naadmaagewin nakii gamig.

Giishkinigaadeg owi nakiitaageng

Gegaa gwa kina zhichigewinan, giishpin gdo kowe naadmaagewin nakii gamig dowendang awii giishkinang (ekwaasemigag) gdo nakiiwin, gdo enkiitwod aabdeg aga miinig ezhibiigaadeg wiindamaagewin owi giishkinigaadeg nakiiwin maage giishkinigowin dibamaadiwin. Aabdeg gwii nakiitwaa gdo anakiitwod gnigen gwa niswi 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.

- nondaj 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 gona: Luna agii nakiitwon ado kowe naadmaagewin nakii gaamig midaaswi shi nigodwaaswi giizis. Agii gashkitoon \$800.00 ensa nigo name-giizhig Ado kowe naadmaagewin nakii gamig aabdeg ada miinigon ado niish name-giizhig owi giishkinigaadeg wiindamaagewin nakiiwin maage giishkinigowin dibamaadiwin.

Ado kowe naadmaagewin nakii gamig agii wenaamdan awii miigwed ado giishkinigowin dibamaadiwin. Ado kowe naadmaagewin nakii gamig aabdeg ada dibamowaan \$1,600.00 (\$800 x 2).

Woshme gikendan odi Ontario.ca/terminationofemployment maage azhaan odi 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 agii noziwinkaadaman owi gwayakondiwin zhibiiman gaawii maamdaa awii daapinaman nakiiwin owi bemiikwaajin babaamziwin, maanda bezhigwendamowin adaa nishizino.

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

Giishpin gagwedwewin owi maage nakiitowin gdo dibiniweziwinan zhiwe ESA gdo kowe naadmaagewin nakii gamig maage bemiikwaajin babaamziwin gaawii maamdaa awii bshazhegowin manjigwa nikiiyaa, e'digosin owi shkwaataachigaadeg gdo nagimigowin.

Owi woshme gikendamowin maage awii moshkinebiiman gagwedwewin

Owi woshme gikendamowin owi ESA azhaan 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 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.