



# EMPLOYMENT LAW SERVICES

## SERVICES INCLUDE (but are not limited to)

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- Summary advice to non-unionized workers about their rights in the workplace for issues such as unpaid wages under the Employment Standards Act, discrimination in violation of the Human Rights Code of Ontario and wrongful dismissal claims
- For financially eligible clients we provide:
  - assessment of merit of a case, negotiation with an employer, and litigation.
  - representation of clients in Small Claims Court, the Human Rights Tribunal of Ontario, the Ontario Labour Relations Board and claims filed with the Ministry of Labour, Training and Skills Development.
- If you have questions about your rights in the workplace you should contact us for direction and assistance. We can advise you on what options are available to you and how to pursue those options.

## CONTACT US

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WATERLOO REGION COMMUNITY LEGAL SERVICES

Office: 519-743-0254

Fax: 519-743-1588

Web Contact Form: [www.wrcls.ca](http://www.wrcls.ca)



## EMPLOYMENT INSURANCE

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- We provide assistance with legal issues arising from eligibility for employment insurance (EI) benefits. If you have been denied benefits, please contact us immediately as any decision has to be appealed within 30 days.
- We can also advise you with respect to other benefits that you may be entitled to (such as Ontario Works) while you are pursuing EI.
- Employment Insurance (EI) provides temporary financial assistance in the form of benefits for some workers. There are different types of benefits:
  - Regular benefits are for workers who have lost their job. However, you may also qualify for benefits during lay-offs.
  - Sickness benefits are for workers who are unable to work due to injury or sickness.
  - Maternity/parental benefits are paid to individuals who are pregnant, have recently given birth, are adopting a child or are caring for a new-born.
  - Compassionate Care benefits are paid to persons who have to be away from work temporarily to provide care or support to a family member who is gravely ill.

# ADDITIONAL RESOURCES

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## STEPS TO JUSTICE

Visit [www.stepstojustice.ca](http://www.stepstojustice.ca) for reliable and practical information about Employment Law. They also have a Live Chat box that you can use Monday, Tuesday, Wednesday and Friday: 11am-1pm, 2pm-4pm & Thursday: 11am-1pm, 7pm-9pm

Some questions that they can assist with include:

- Getting hired
- Getting paid
- Hours of work and breaks
- Time off work
- Getting fired or laid off
- Employment Insurance
- Humans rights at work
- Safety at work
- Injured at work/questions pertaining to WSIB
- Unions in the workplace
- Claiming your rights as a worker

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## Human Rights Legal Support Centre

Visit their website at <https://www.hrlsc.on.ca> or call (416) 597-4900 /

Toll Free: 1-866-625-5179 Monday, Tuesday, Wednesday and Friday: 9 am to 5 pm

Thursday: 2 pm to 6 pm.

The HRLSC offers human rights legal services to individuals throughout Ontario who have experienced discrimination contrary to Ontario's *Human Rights Code*. Their services may include legal assistance in filing applications at the Human Rights Tribunal of Ontario (HRTO), and legal representation at mediations and hearings. They also provide information on Workplace Sexual Harrassment.

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For information on our services please visit [www.wrcls.ca](http://www.wrcls.ca)