

## Provincial and Federal Employment Legislation

Depending on the type of industry you are employed within, different employment legislation applies to your job. The following industries are federally regulated and use the Canada Labour Code (The Code) for employment legislation:

- Air Transportation (Airlines, airports, aerodromes and aircraft operations)
- Banks (Including authorized foreign banks)
- Grain elevators
- Feed and seed mills, feed warehouses and grain-seed cleaning plants
- First Nations band councils and Indigenous self-governments (certain activities)
- Most federal Crown corporations
- Port services, marine shipping, ferries, tunnels, canals, bridges, and pipelines (oil and gas) that cross international or provincial borders.
- Postal and courier services
- Radio and television broadcasting
- Railways that cross provincial or international borders and some short-line railways
- Road transportation services, including trucks and buses, that cross provincial or international borders
- Telecommunications (Telephone, internet, telegraph and cable systems)
- Uranium mining and processing and atomic energy
- Any business that is vital, essential or integral to the operation of one of the above activities.
- The federal public service
- Parliament (such as the Senate, the House of Commons and the Library of Parliament).
- Private-sector firms and municipalities in Yukon, the Northwest Territories and Nunavut

Most other industries are considered provincially regulated and use the ESA for employment legislation. Examples of common industries in Ontario covered by the ESA include:

- Retail
- Manufacturing
- Healthcare
- Agriculture
- Hospitality
- And more!

**TIP: If your workplace isn't part of the federally regulated list, then it is most likely provincially regulated. The ESA also may not apply to individuals who are not employees, such as independent contractors, volunteers, students on co-operative education, placements, or work-integrated learning experiences.**