

Ontario's Minimum Wage Increase Now in Effect

October 1, 2024

The Ontario *Employment Standards Act* (“ESA”),¹ sets out minimum wage rates that apply to most employees in Ontario. These rates are adjusted annually based on inflation. The latest scheduled increase took effect on October 1, 2024. The new rates are as follows.

- **General minimum wage: \$17.20 per hour.** This rate applies to most employees.
- **Student minimum wage: \$16.20 per hour.** This rate applies to a student under the age of 18 who works (a) 28 hours a week or less when school is in session or (b) during a school break.
- **Homeworkers minimum wage: \$18.90 per hour.** This rate applies to a “homeworker,” meaning an employee who does paid work in their own home. For example, they may sew clothes for a clothing manufacturer, answer telephone calls for a call centre, or write software for a tech company. A student homeworker must be paid the homeworker’s minimum wage (not the student minimum wage).

Exempt positions. Some jobs are exempt from the ESA minimum wage requirement. These include:

- A student employed through a work experience program with their secondary school, college, or university (in some cases).
- Certain professionals including an architect, engineer, teacher or real estate broker or salesperson.
- A student employed at a recreational program operated by a charity or camp for children.

To learn more or for assistance contact your Sherrard Kuzz lawyer or info@sherrardkuzz.com.

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¹ [Employment Standards Act, 2000, SO 2000, c 41](#)