

## Agriculture – Special Rule for Entitlement and Exemptions

Type of Work	Entitlement	Exemptions or Special Rule
<p><b>Farm Employees</b></p> <p>Work on a farm growing or producing eggs, milk, grain, seeds, fruit, vegetables, mushrooms, maple products, honey, tobacco, herbs, pigs, cattle, sheep, goats, poultry, deer, elk, ratites, bison, rabbits, game birds, wild boar and cultured fish.</p>	<p>You are entitled to:</p> <ul style="list-style-type: none"> <li>• personal emergency leave</li> <li>• notice of termination/termination pay</li> <li>• severance pay</li> </ul>	<p>You are not entitled to:</p> <ul style="list-style-type: none"> <li>• minimum wage</li> <li>• hours of work</li> <li>• daily rest periods</li> <li>• time off between shifts</li> <li>• weekly/bi-weekly rest periods</li> <li>• eating periods</li> <li>• overtime</li> <li>• public holidays</li> <li>• vacation with pay</li> </ul>
<p><b>Fruit, Vegetable and Tobacco Harvesters</b></p> <p>This does not apply to you if you work on a farm growing or producing eggs, milk, grain, seeds, fruit, vegetables, mushrooms, maple products, honey, tobacco, herbs, pigs, cattle, sheep, goats, poultry, deer, elk, ratites, bison, rabbits, game birds, wild boar and cultured fish.</p> <p>It does apply if you work on a farm harvesting fruit, vegetables or tobacco for wholesale, retail sale or storage.</p>	<p>You are entitled to:</p> <ul style="list-style-type: none"> <li>• personal emergency leave</li> <li>• notice of termination/termination pay</li> <li>• severance pay</li> </ul>	<p>You are not entitled to:</p> <ul style="list-style-type: none"> <li>• hours of work</li> <li>• daily rest periods</li> <li>• time off between shifts</li> <li>• weekly/bi-weekly rest periods</li> <li>• eating periods</li> <li>• overtime</li> <li>• public holidays and public holiday pay if you work for the same employer for at least 13 consecutive weeks</li> </ul>
<p><b>Fishers</b></p>	<p>You are entitled to:</p> <ul style="list-style-type: none"> <li>• personal emergency leave</li> <li>• notice of termination/termination pay</li> <li>• severance pay</li> </ul>	<p>You are not entitled to:</p> <ul style="list-style-type: none"> <li>• minimum wage</li> <li>• hours of work</li> <li>• daily rest periods</li> <li>• time off between shifts</li> <li>• weekly/bi-weekly rest periods</li> <li>• eating periods</li> <li>• overtime</li> <li>• public holidays</li> <li>• vacation with pay</li> </ul>
<p><b>Flower Growers</b></p> <p>Work in growing flowers for wholesale and retail sale.</p>	<p>You are entitled to:</p> <ul style="list-style-type: none"> <li>• minimum wage</li> <li>• personal emergency leave</li> </ul>	<p>You are not entitled to:</p> <ul style="list-style-type: none"> <li>• hours of work</li> <li>• daily rest periods</li> <li>• time off between shifts</li> </ul>

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	<ul style="list-style-type: none"> <li>• vacation with pay</li> <li>• notice of termination/termination pay</li> <li>• severance pay</li> </ul>	<ul style="list-style-type: none"> <li>• weekly/bi-weekly rest periods</li> <li>• eating periods</li> <li>• overtime</li> <li>• public holidays</li> </ul>
<p><b>Fresh Fruit and Vegetable Processors</b></p> <p>If you are a seasonal employee and work in the canning, processing, packing or distribution of fresh fruit or vegetables.</p>	<p>You are entitled to:</p> <ul style="list-style-type: none"> <li>• minimum wage</li> <li>• hours of work</li> <li>• daily rest periods</li> <li>• time off between shifts</li> <li>• weekly/bi-weekly rest periods</li> <li>• eating periods</li> <li>• personal emergency leave</li> <li>• public holidays</li> <li>• vacation with pay</li> <li>• notice of termination/termination pay</li> <li>• severance pay</li> </ul>	<p>You are entitled to:</p> <ul style="list-style-type: none"> <li>• overtime pay for each hour worked over 50 hours in a work week</li> </ul>
<p><b>Growing, Transporting or Laying Sod</b></p>	<p>You are entitled to:</p> <ul style="list-style-type: none"> <li>• minimum wage</li> <li>• personal emergency leave</li> <li>• vacation with pay</li> <li>• notice of termination/termination pay</li> <li>• severance pay</li> </ul>	<p>You are not entitled to:</p> <ul style="list-style-type: none"> <li>• hours of work</li> <li>• daily rest periods</li> <li>• time off between shifts</li> <li>• weekly/bi-weekly rest periods</li> <li>• eating periods</li> <li>• overtime</li> <li>• public holidays</li> </ul>
<p><b>Tree and Shrub Growers</b></p>	<p>You are entitled to:</p> <ul style="list-style-type: none"> <li>• minimum wage</li> <li>• personal emergency leave</li> <li>• vacation with pay</li> <li>• notice of termination/termination pay</li> <li>• severance pay</li> </ul>	<p>You are not entitled to:</p> <ul style="list-style-type: none"> <li>• hours of work</li> <li>• daily rest periods</li> <li>• time off between shifts</li> <li>• weekly/bi-weekly rest periods</li> <li>• eating periods</li> <li>• overtime</li> <li>• public holidays</li> </ul>

Information as per <https://www.ontario.ca/document/industries-and-jobs-exemptions-or-special-rules/agriculture-growing-breeding-keeping-and-fishing> updated January 11, 2018.

For more information on other types of work and further details refer to the link above.