

Decent benefits – Assessment tool

Key benefits for full-time staff	Our organization
Those mandated in Ontario’s Employment Standards Act (ESA).	
Paid sick leave and/or wellness days	
Paid holiday time above ESA minimum.	
When needed and appropriate, employee has the flexibility to use combined leave, e.g. bereavement leave with wellness leave. Co-pay (by employer) or sole pay health and dental benefits.	
Employer/employee pension or retirement savings plan.	
Maternity and parental leaves are supplemented with a “top-up”.	
Benefit plans are reviewed regularly.	

Pro rated benefits (or wages in lieu of benefits) for part-time and/or contract staff	Our organization
Those mandated in the ESA.	
Paid sick leave.	
Paid holiday time above ESA minimum. Employee has the flexibility to extend maternity and parental leave by accessing unused sick and vacation time.	
Co-pay (by employer) or sole pay health and dental benefits.	
Some kind of employer/employee pension or retirement savings plan.	
Maternity and parental leaves are supplemented with a “top-up”.	

Mental health support	Our organization
Staff are provided with mental health days or wellness days that are separate from traditional sick days.	
Access to Employee Assistance Program (EAP) that is culturally relevant.	
Access to supports to alleviate workplace stresses.	