

# EMPLOYMENT STANDARDS TRIBUNAL

## PRACTICE DIRECTIVE 2026-016 SETTLEMENT OR RESOLUTION PROCESS

[2026-07-01]

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### PART 1 - GENERAL

#### 1. PURPOSE

- 1.1. This Practice Directive describes how the Tribunal may facilitate or conduct settlement or resolution processes under the Employment Standards Act and/or the Temporary Foreign Worker Protection Act.

### PART 2 – SETTLEMENT OR RESOLUTION PROCESS REQUIREMENTS

#### 2. PARTICIPATION

- 2.1. Participation in a resolution process is voluntary, unless otherwise directed.
- 2.2. The Tribunal may establish the format and process.

#### 3. EFFECT ON PROCEEDINGS

- 3.1. Participation in a resolution process does not suspend or terminate a proceeding unless the Tribunal orders otherwise.
- 3.2. The Tribunal may give directions respecting timelines or procedural steps during a resolution process.

#### 4. OUTCOMES

- 4.1. A resolution may result in:
  - withdrawal of the proceeding; or
  - other steps as directed by the Tribunal.

#### 5. CONFIDENTIALITY

- 5.1. The Tribunal may give directions regarding the confidentiality of resolution communications.

## **PART 3 – EFFECTIVE DATE AND APPLICATION**

### **6. EFFECTIVE DATE AND TRANSITIONAL APPLICATION**

- 6.1. This Practice Directive applies to proceedings before the Tribunal on or after July 1, 2026, unless the Tribunal orders otherwise.