

Overview of Important Recent Legislation Updates

April 2022

Federal (CLC)

Dunk & Associates continues to monitor legislation updates and implement changes to program content and training modules to ensure you are always kept up to date. To see a recap of the recent changes, [please click here](#).

Overview of Major Changes	What does this mean for Employers?
Accessible Canada Regulations <ul style="list-style-type: none">Federally regulated employers to prepare and publish accessibility plans, descriptions of feedback processes, and progress reports.Monetary penalties have been established between \$250 - \$250,000 to promote compliance with the Act.	Federally Regulated Employers must create Accessibility Plans that include the following: <ul style="list-style-type: none">How the public can communicate with the business (i.e., address, phone number, email address).Consultation with persons with disabilities.Feedback process.Publication and notification.Sector specific issues (i.e., employment, environment, information and communication technology, procurement of goods, design and delivery of programs, etc.).

Nova Scotia

Overview of Major Changes	What does this mean for Employers?
Minimum Wage Increase <ul style="list-style-type: none">April 1st minimum wage increases from \$12.95 to \$13.35.	You will need to account for this in your annual budget and adjust for any employees currently making minimum wage.

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Ontario

Overview of Major Changes

Proposed Legislation - Working for Workers Act 2

If passed, this would include:

- Requirement for employers to inform workers if, how and why they are being monitored.
- Establish a general minimum wage for digital platform workers.
- Expand protection and reduce the qualifying time for Reservist leave from 6 months to 3 months.
- Update the OHSA to include requirements for Naloxone Kits in high-risk workplaces.
- Increase potential fines for directors and officers to the highest in the country, and dramatically raise other personal fines.

What does this mean for Employers?

This legislation has not yet been passed but, if passed, it may require employer to do the following:

- If your business has 25 employees or more - implement a policy on workplace monitoring which may include: emails, instant messaging systems, apps with GPS tracking, surveillance systems, etc.
- If you use digital platform workers, you will need to review their contracts to ensure they are making at least the new minimum wage.
- Health & Safety Programs will need to be updated to include the Naloxone kit requirements. First Aiders will need to receive training on how to identify a potential overdose and administer the Naloxone.

If you are a full services Human Resources client with Dunk & Associates, and are monitoring your employees, please notify us as to how you are monitoring your employees so we can create a policy for you.

If you are a full services Health & Safety client with Dunk & Associates your programs will be updated with the latest OHSA information.

Quebec

Overview of Major Changes

Minimum Wage Increase

- May 1st general minimum wage increases from \$13.50 to \$14.25.
- May 1st minimum wage for tip earners increases from \$10.80 to \$11.40.

What does this mean for Employers?

You will need to account for this in your annual budget and adjust for any employees currently making minimum wage.

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Saskatchewan

Overview of Major Changes	What does this mean for Employers?
Worker's Compensation Update <ul style="list-style-type: none">The WCB will no longer provide cost relief for accepted COVID-19 workplace claims that occur on or after January 1, 2022.	Any workplace claims related to COVID-19 will now count against your experience rating. <ul style="list-style-type: none">If your workplace has COVID-19 related claims that you believe may be community transmission as opposed to workplace transmission, you may want to consider objecting to the claim.

Yukon

Overview of Major Changes	What does this mean for Employers?
Minimum Wage Increase <ul style="list-style-type: none">April 1st minimum wage increases from \$15.20 to \$15.70.	You will need to account for this in your annual budget and adjust for any employees currently making minimum wage.