

DUNK & ASSOCIATES / SYSTEMS 24-7 NEWS 24-7

New: Safe Food Handler
Certification Training

**The Final Building Skills:
Everyday Skills for Impactful Work**

There goes another
Thanksgiving turkey!
Visit page 5 for some cooking
safety tips to avoid kitchen
fires.

**Announcing WSIB's Small
Business Excellence
Awards (Ontario)**

Fire Safety: Don't Let Your Dinner
Go Up in Flames: Grease Fires
and You

HSEp Feature Article:
Get Yourself a Back-Up!

Technology Updates:
Need Help? Request
a Call Back at a Time
That Works for You

Feature Article:
Beyond the Obvious:
Getting to the Root
Cause



**TECHNOLOGY
UPDATES**



**SAFETY
UPDATES**



**FIRE
SAFETY**



**CERTIFICATION
UPDATES**



**LEGISLATION
UPDATES**

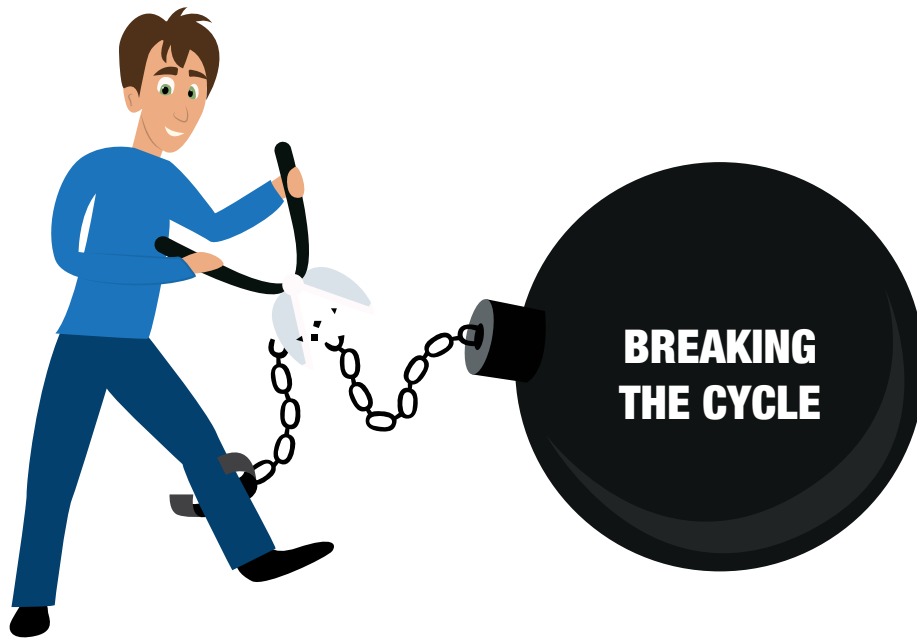


**EXCELLENCE
UPDATES**



**WELLNESS
UPDATES**

Click on icons above to jump ahead to sections



FINAL WEBINAR

Breaking the Cycle: Turn Hindsight into Foresight - You Want to See it Before it Happens

November 10, 2026 | 1:00 pm - 3:00 pm EST

This session teaches employees to analyze past actions, recognize patterns, and make realistic improvements. When teams learn from experience instead of repeating mistakes, productivity, safety, and workplace culture all improve.

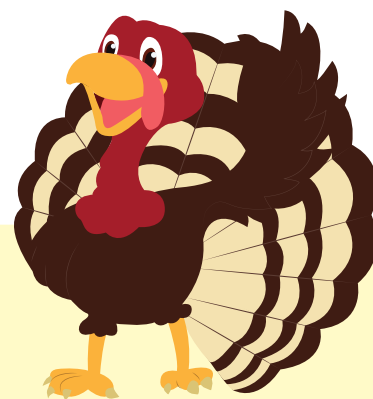
Skills we'll develop: reflective thinking and pattern recognition



[Download Registration Form Here](#)

For more information visit: www.systems24-7.com/webinars/skillbuilding

Monthly SPOTLIGHT



Thanksgiving - Office Closure | October 9 - 12

Dunk & Associates/Systems 24-7 will be closed on both Friday, October 9 and Monday, October 12 for the Thanksgiving long weekend. We wish everyone a safe and happy holiday.

Breaking the Cycle: Turn Hindsight into Foresight - You Want to See it Before it Happens

This session teaches employees to analyze past actions, recognize patterns, and make realistic improvements. When teams learn from experience instead of repeating mistakes, productivity, safety, and workplace culture all improve.

Skills we'll develop: reflective thinking and pattern recognition.

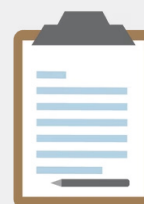
Webinar date:

November 10, 2026
1:00 pm to 3:00 pm EST (online)

Cost: \$60/learner plus tax or
\$50/learner plus tax for those that are
private professional service clients

REGISTER

Upcoming Webinar: Hazard Assessments in Action!



HIGH

MEDIUM

LOW

Hazard Assessments can seem like a daunting task, but a good way to approach them is by doing a little at a time. Join us as we fill out a Hazard Assessment together! We encourage your Safety Committee and Supervisors/Managers to participate in this webinar as our Health & Safety Professionals show you how to complete a hazard assessment live, with examples from our participants. Tip: If you are not familiar with hazard assessments, we encourage participants to watch the "Conducting and Maintaining Hazard Assessments" webinar from 2024 prior to attending.

Webinar Date:

Hazard Assessments in Action!
October 21, 2026 | 1:00 - 2:00 pm EDT

Cost: FREE

REGISTER

****Webinars Now Delivered on Microsoft Teams****

Daylight Saving Time Reminder:

Daylight Saving Time ends on **Sunday, November 1, 2026**. Please keep in mind when setting alarm clocks. A special reminder for our clients in **Alberta** and **British Columbia**: you will **not** be changing your clocks. As a result, the time difference with Ontario will change—Alberta will be 1 hour behind Ontario and BC will be 2 hours behind Ontario. Please keep this in mind when booking meetings to avoid any scheduling confusion!

Small Business Excellence Awards in Ontario

The WSIB's Small Business Safety Awards recognize independently owned and operated Ontario businesses with fewer than 50 paid employees that are taking practical steps to make their workplaces safer. This year, **five small businesses will each receive \$20,000**.

Applications are open September 14 to October 16, 2026.

LEARN MORE AND APPLY



CERTIFICATION UPDATES

ANNOUNCEMENT

New: Safe Food Handler Certification Training

We're excited to announce the launch of our new **Safe Food Handler Certification Training**, designed to provide accessible, practical food safety training for food handlers across Canada.

We have been **approved** to deliver this training in **English in every Canadian province and territory, with the exception of Quebec**. We're still working on it!

Building Safer Food Practices Across Canada

The goal of our Safe Food Handler Certification Training is to give food handlers the knowledge and practical skills they need to safely handle, prepare, store, and serve food while helping prevent foodborne illness.

Across Canada, food establishments generally require **at least one certified food handler to be on staff at all times**. While requirements can vary by jurisdiction, we recommend that anyone who handles food as part of their work complete food handler certification training.

Our course is designed to make certification straightforward, accessible, and affordable for employees.

The training consists of approximately **7 hours of self-paced eLearning**, followed by a **one-hour, closed-book examination**. It may take additional time based on individual learning styles and speed.

The final exam consists of **50 multiple-choice questions**, and successful learners receive a **Safe Food Handler Certification valid for five years**.

Soft Launch Now Available

We are currently integrating an **AI-based exam proctoring solution** that will allow learners to complete their certification exam remotely with automated identity verification and exam monitoring.

While we complete development and testing of this technology, we are pleased to offer a **soft launch** of our Safe Food Handler Certification Training.

Once learners complete the eLearning, they will be able to attend a drop-in examination session, where one of our assessors will remotely proctor their one-hour, closed-book exam.

During the exam, learners will be required to provide a valid photo ID, such as a:

- Driver's licence
- Passport
- Student ID

This temporary process allows us to begin offering the training now while we work toward our fully integrated AI-based examination experience.

Affordable Certification

Certification starts at just \$25.99 per learner.
Our Professional Service Clients receive a discounted rate of \$22.99 per learner.
Safe food starts with trained food handlers.

***Prices are plus applicable taxes**

Contact us to learn more or to register your team for our new Safe Food Handler Certification Training.

Dunk & Associates' Safe Food Handler Certification Training
www.dunkandassociates.com/sfh2022 | 1-800-754-8039

Dunk & Associates Inc. (System 24-7) is pleased to be approved to provide Safe Food Handler Training across Canada, in all provinces with the exception of Quebec.

A "food handler" means any person employed in a food premise who handles or comes into contact with utensils or food during preparation, processing, packaging, service, storage, or transportation in Canada. Food handler training is generally required for anyone who prepares, handles, or serves food to the public. This includes:

- Food service workers in restaurants, cafeterias, catering businesses, food trucks, and similar settings.
- Supervisors and managers who oversee food preparation or service.
- Individuals who handle food at community events, fundraisers, or charitable organizations (requirements vary by province or territory).
- Children and long-term care staff who prepare or serve food.

Most provinces and territories require at least one person with valid food handler certification to be present during all hours of operation in food premises. Some jurisdictions may require all food handlers to be certified. We encourage this training for all food handlers, to ensure better food safety. For a complete breakdown by each province, visit <http://my.dunkandassociates.com/sfh2022>

About Safe Food Handler Certification Training

Our Safe Food Handler Certification Training is designed to provide participants with the knowledge and skills needed to handle food safely and prevent foodborne illness. The course covers key food safety principles, including personal hygiene, cross-contamination prevention, safe food storage, temperature control, cleaning and sanitizing, and allergen awareness. Upon successful completion, participants will receive a certificate valid for five years.

This course is suitable for anyone who prepares, handles, or serves food to the public, including food service workers, supervisors, managers, and volunteers.

The Food Handling Certification course takes approximately 7 hours to complete, followed by a 1 hour final evaluation. As this is a self-paced course, time could be longer or shorter depending on the learner's speed. The course does not need to be completed in one sitting and will be bookmarked as the learner progresses.

We are currently working on a remote proctoring solution. While we await the completion of this functionality, learners will be provided with a drop-in exam session Monday-Friday at 1:00pm Eastern Time to complete their evaluations via webinar on Microsoft Teams with a live proctor. Instructions will be provided to each learner via email.

The course and evaluation must be completed within 30 days from first starting/accessing the course. Failure to do so, will result in the course resending and the learner having to start again. Dunk & Associates' recommends completing all components within a week.

Information about Registration and Training

- We do not make the technical requirements (user agent) and ensure all learners can meet the specifications prior to registering. Dunk & Associates does not provide refunds for learners who have registered and cannot meet the technical requirements.
- Register online through the course store if your company is not a current user of Systems 24-7. Otherwise, complete this registration form and email to info@dunkandassociates.com. You will be invoiced with payment due by credit card or 30% administration fee applies. Alternatively, you may request to pay by cheque, EFT, or email transfer. Learners will not be setup until payment is received.

**DOWNLOAD THE
REGISTRATION FORM**

October 2026 | Issue 145

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FIRE SAFETY

ARTICLE

Don't Let Your Dinner Go Up in Flames: Grease Fires and You

Cooking is cozy and fun, especially in fall—but a grease fire can turn a meal into a disaster in seconds. Knowing what to do (and what NOT to do) can save your kitchen and your life.

Why Grease Fires Happen

Cooking oil can ignite when it overheats. If burning oil splashes onto nearby surfaces, the fire can spread rapidly.

What NOT to Do

- **Never use water:** Water sinks beneath the hot oil and rapidly turns to steam, spraying burning oil out of the pan.
- **Do not move the pan:** Carrying it can spill burning oil onto you or nearby surfaces.
- **Do not use flour or sugar:** Neither will reliably put out the fire. Fine particles dispersed in the air can ignite.

What TO Do

- **Cover a small pan fire:** Carefully slide a metal lid or baking sheet over the pan to smother the flames.
- **Turn off the burner** if you can reach the control safely. Leave the pan covered until it has cooled.
- **Use a suitable fire extinguisher** only if you know how to use it and have a clear escape route.
- **Leave and call 911** if the fire grows or you cannot control it immediately.

Preventing Grease Fires

- Stay in the kitchen while frying food.
- Monitor the oil temperature when deep-frying.
- Keep a metal lid or baking sheet within reach of the stove.

What You Can Do This Month

- Make sure a metal lid or baking sheet is easy to reach while cooking.
- Review these steps with everyone in your household who uses the stove.



TECHNOLOGY UPDATES

UPDATES

Need Help? Request a Call Back at a Time That Works for You

We've made it even easier to connect with the Dunk & Associates team when you need support.

A **Request a Call Back** option is now available directly from your Help page.

Whether you're an employee, manager, or administrator looking for help with **Systems 24-7**, or a private professional client who would like to speak with our team about an issue, you can complete the callback form whenever it's convenient for you.

Simply provide some information about what you need assistance with and let us know your **preferred callback time**. Your request will automatically be sent to the appropriate member of our team, who will arrange a callback at your preferred time whenever possible.

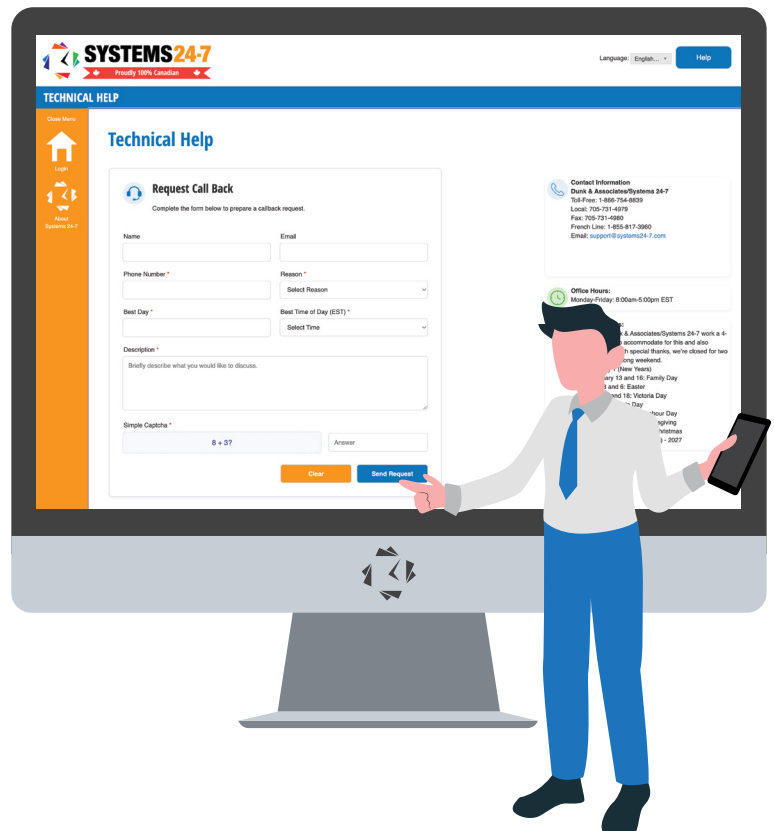
Why use the callback form?

Instead of trying to reach the right person or waiting on the phone, the callback form allows you to:

- Submit your support request at a time that works for you
- Tell us what you need help with in advance
- Select your preferred time for a callback
- Have your request directed to the appropriate team

To get started, simply visit the **Help** page within your site and complete the form to **Request a Call Back**. If this form is not present on the help page, it is because your organization is using their own customized help page. You can request support through our regular channels, by emailing support@systems24-7.com or calling 1-866-754-8839.

This is another small way we're working to make getting the support you need easier and more convenient.



Compliance Packages Posted

For those clients using our Safety Professional Services, your compliance packages are posted. Log on to **Systems 24-7** and select the Compliance Package feature to view your instructions.

All assignments must be completed to keep your program in compliance.

SAFETY UPDATES

FEATURED ARTICLE

Beyond the Obvious: Getting to the Root Cause

When a workplace incident occurs, the first cause is often easy to identify: a worker slipped on a wet floor, a machine guard was bypassed, equipment failed, or a procedure wasn't followed.

But identifying **what happened** is not the same as understanding **why it happened**.

If an investigation stops at the obvious cause, the corrective action often does too. The floor gets dried. The employee is reminded to follow the procedure. The broken part gets replaced.

The immediate problem is fixed—but the conditions that allowed it to happen may still be there.

That is where **root cause analysis** is essential to preventing recurrence.

Looking Beyond the First Answer

Root cause analysis is a structured way of looking beyond the immediate cause of an incident, near miss, or recurring problem to understand the underlying factors that contributed to it.

A simple way to put this into practice is to keep asking: **“Why was this able to happen?”**

Consider a worker who slips on a wet floor: The immediate cause is obvious. **The floor was wet.**

But an effective investigation shouldn't stop there. We need to ask:

- Why was the floor wet? Perhaps a piece of equipment was leaking.
- Why was the leak still present? Perhaps it had been reported previously but the repair had been deferred.
- Why was the hazard not controlled in the meantime? Perhaps there was no clear process for escalating maintenance issues or ensuring temporary controls were put in place.

Now the investigation has moved beyond *“clean up the water”* to identifying weaknesses in maintenance, communication, and hazard control.

Those are issues that should be corrected to help prevent the incident from happening again.

Don't Stop at “Human Error”

The same approach is particularly important when an employee's actions appear to have contributed to an incident.

Suppose a worker bypasses a machine guard and is injured. It may be tempting to conclude that the worker failed to follow the rules and recommend retraining or disciplinary action.

Instead, ask a few more questions:

- Why was the guard bypassed?
- Was the task difficult or impractical to perform with the guard in place?
- Was the equipment frequently jamming?
- Were employees under pressure to maintain production?
- Had supervisors seen the shortcut used before?
- Had other employees adopted the same practice?

The answers may reveal that what initially looked like an individual decision was actually a predictable response to a larger workplace problem.

Statements such as **“the employee was careless”** or **“the worker failed to follow procedure”** describe behaviour; they rarely explain its cause.

A useful test is this:

If your corrective action is simply “remind,” “retrain,” or “tell employees to be more careful,” ask whether you have gone deep enough.

SAFETY UPDATES

FEATURED ARTICLE CONTINUED

Training may absolutely be part of the solution—but it should address an identified cause, not become the default response to every incident.

A Simple Approach You Can Use

Root cause analysis does not need to be complicated. One of the simplest approaches is to ask **“Why?” four or five times**, with each answer leading to the next question.

For example:

1. Why did the incident happen?

Identify the immediate cause. A worker slipped because the floor was wet.

2. Why was the floor wet?

A piece of equipment was leaking.

3. Why was the equipment still leaking?

The leak had been reported, but the repair had not been completed.

4. Why had the repair not been completed?

There was no clear process for prioritizing or escalating outstanding maintenance issues.

5. Why was there no process in place?

Responsibility for reviewing and following up on reported maintenance issues had never been clearly assigned.

By continuing to ask “Why?”, the investigation moves from **“the floor was wet”** to a much more useful finding: there is a gap in how maintenance issues are assigned, prioritized, and followed through.

The same approach can be used when the issue involves training, procedures, equipment, supervision, communication, or worker actions. If training was inadequate, ask **why**. If a procedure wasn’t followed, ask **why**. If equipment failed, ask **why**.

You may not always need exactly five questions. The point is to **keep asking “Why?” until you identify something meaningful that can be changed to help prevent the incident from happening again.**

From Correction to Prevention

Root cause analysis should not be reserved for serious injuries. Near misses, repeated equipment failures, recurring hazards, quality problems, and repeated non-compliance can all be early warning signs of a larger issue.

If the same problem keeps coming back—even after it has supposedly been “corrected”—that is a strong indication that the root cause has not been addressed.

The goal of incident investigation is not simply to determine who or what was involved. It is to learn enough from the event to reduce the likelihood of it happening again.

The next time an incident, near miss, or recurring safety concern arises, resist the urge to stop at the first explanation.

Find out what happened. Then ask why. And keep asking until the corrective actions address the conditions that made the incident possible in the first place.

Fixing the immediate hazard solves today’s problem. **Addressing the root cause can prevent tomorrow’s incident.**



Click image to enlarge

EXCELLENCE UPDATES

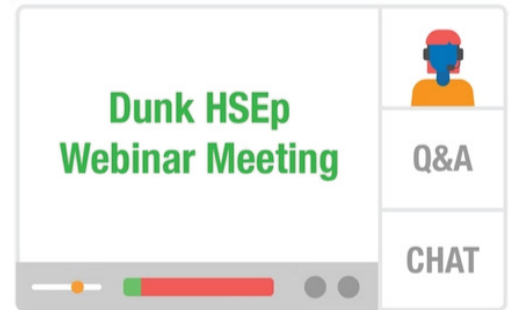
REMINDER

BREAKING NEWS: Guidance & Instruction Webinars are no longer mandatory for HSEp members.

While webinar attendance is no longer mandatory for the HSEp, we recommend attending these learning sessions, especially the first half. If you're a HSEp vet and know the process, log on for the first half of the session, then return to your regularly scheduled programming for the second half, as we review the program and best practices.

While attendance is no longer mandatory, we still recommend you attend these webinars to learn about the program, discuss trends we're seeing from submissions, and share any updates to the program or legislation in Ontario.

If you can't make the scheduled session on December 15th, don't worry! The session will be recorded and posted on the Dunk HSEp Portal.



Click here to Register



2026 HSEp WEBINARS

HSEp Program Orientation
December 15, 2026 | 9:00 am - 12:00 pm EST

LAST RECORDED WEBINAR

Guidance & Instruction
September 15, 2026 | 9:00 - 10:30 am EDT



EXCELLENCE UPDATES

Health and Safety
Excellence program
Approved provider



2026

FEATURED ARTICLE

Get Yourself a Back-Up!

No one knows when an employee will leave, but it does happen. Over the last few years, it seems to happen more often.

Dunk has noticed that there has been an increase in our main HSEp contacts who have left their employers during the implementation of the program. Having a backup who knows where the main contact left off is vital to the continuation of the program. Being able to pick up where they left off will ensure that your topics will be successful in achieving a rebate.



We know that everyone is busy and there seems to be fewer resources to rely on out there, but if you do not have an HSEp backup who is aware of where you are in the program journey and where all your documents are stored, we strongly suggest you get one. You never know when it will happen and the last thing you want is to be caught unprepared. You've paid to be in the program and it would be a shame to have to defer your topics and lose out on the whole year because you don't know where to start to get back on track.

Of course, Dunk will do everything they can to assist you and help you get back on track, but there are a few things that we cannot control, such as the time left in your approved action plan, where your supporting documents are kept, and the finer details of your topic implementation. The success of your program hinges on all of these items.

You should have at least one person as an HSEp backup as a minimum. They can also help you create HSEp content, follow up with your employees to complete training, gather evidence, assist in the evaluation step, and take over without skipping a beat if your main contact leaves.

If your main contact does leave, it is important to:

- Do a recap of where they left off in the program and where resources are stored before they leave.
- Hand off the program to the backup
- Notify Dunk of the change so we can add access to our portals, add them to our distribution lists, and get things back on track if possible.
- Discuss with Dunk how this will impact your HSEp.

Being prepared is crucial to the success of your program and your ability to achieve rebates are dependent on this!



DUNK & ASSOCIATES INC.
SYSTEMS24-7



Proudly 100% Canadian



Make Safety Your Success Story.

The WSIB's Small Business Safety Awards recognize Ontario businesses with **fewer than 50 paid employees** that are taking practical steps to make their workplaces safer.



Open to independently owned and operated Ontario businesses with fewer than 50 employees.



Share a practical step, creative solution or thoughtful approach you've used to address a health and safety challenge.



Five small businesses will each receive
\$20,000!



Your business must not have had any workplace fatalities since you started your business.



Applications are open
September 14 to October 16, 2026.

Learn more and apply:
wsib.ca/en/safetyawards



We encourage eligible clients to take a look and consider applying. We would love to see one of our clients win as it's a great opportunity to showcase the work you're doing to protect your employees — and put **\$20,000** into the pocket of your business.

Best of luck!

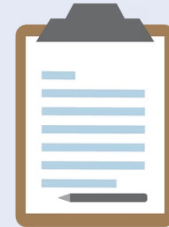
OUR UPCOMING WEBINARS

Registration is **FREE** for all our monthly webinars.
Seats are limited, register today!

Hazard Assessments in Action!

October 21, 2026 | 1:00 - 2:00 pm EDT

Hazard Assessments can seem like a daunting task, but a good way to approach them is by doing a little at a time. Join us as we fill out a Hazard Assessment together! We encourage your Safety Committee and Supervisors/Managers to participate in this webinar as our Health & Safety Professionals show you how to complete a hazard assessment live, with examples from our participants. Tip: If you are not familiar with hazard assessments, we encourage participants to watch the “Conducting and Maintaining Hazard Assessments” webinar from 2024 prior to attending.



HIGH

MEDIUM

LOW

REGISTER



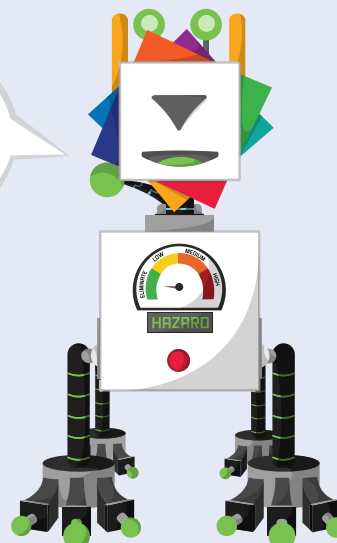
REGISTER

Catching up on Health & Safety Trends

November 18, 2026 | 1:00 - 2:00 pm EST

What does fostering continuous improvement actually mean in your safety program? Are your incident reports collecting dust? If you are not learning from past incidents, you are doomed to repeat them. To understand what's going on with your health and safety program, it is important to analyze the current landscape of your workplace and your workforce. Join us this month as we talk about workplace trends and how to take the information from your workplace reports and put them into action.

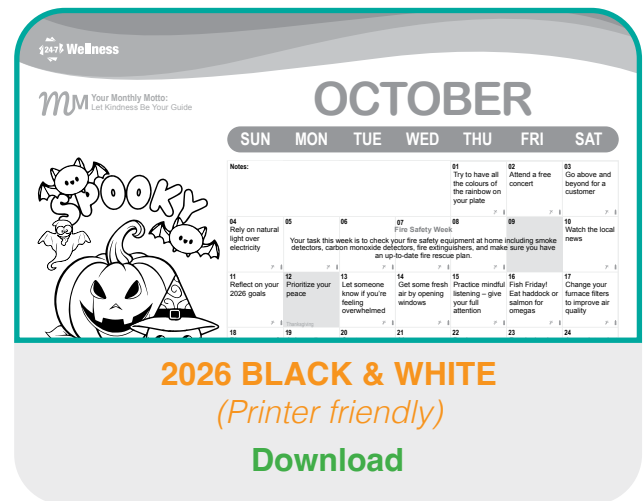
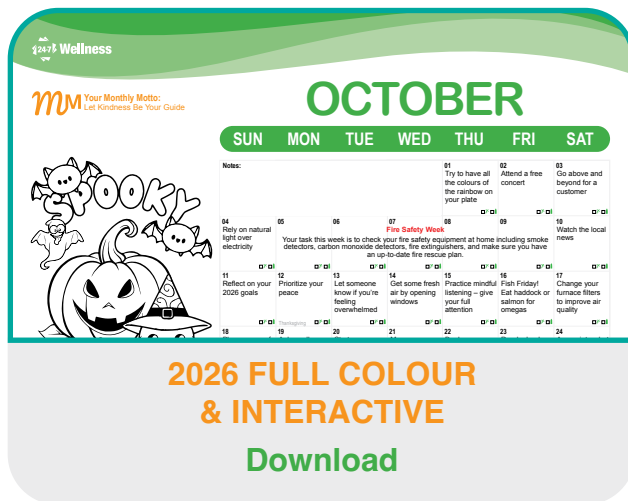
Our final two webinars
of 2026! Make sure to
register before spots
fill up!



WELLNESS UPDATES

2026 WELLNESS CALENDAR

Building wellness into your daily activities can take some time. Learning new habits takes work! Each year Dunk & Associates publishes a wellness calendar full of activities, daily tips, and monthly mottos. Each month is different from the next and includes fun challenges to help with work wellness and work-life balance.



YOUR OTHER COMPLIMENTARY RESOURCES THIS MONTH



Halloween Safety



Leaf Clean Up Safety Tips



Thanksgiving Safety

LEGISLATION UPDATES

OVERVIEW OF IMPORTANT UPDATES

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?
BRITISH COLUMBIA	
Employment Standards Complaint Process – In Force August 1, 2026 Changes to the Employment Standards Act and Temporary Foreign Worker Protection Act took effect August 1. The changes add more options for early resolution of complaints. Employers who appeal a determination must generally deposit amounts owed before the appeal moves ahead.	Review how your organization handles Employment Standards complaints and appeals. Keep clear payroll, scheduling and employment records so you can respond quickly if a complaint is filed. Source: B.C. Ministry of Labour
Respirator Face Seals – Effective November 6, 2026 WorkSafeBC approved changes to respirator face-seal rules. The amendments update requirements for workers who must wear a tight-fitting respirator.	Review your respiratory protection program before November 6. Check respirator selection, fit testing, worker instruction and any conditions that could affect the face seal. Source: WorkSafeBC
Periodic Certification of Equipment – Effective September 1, 2027 WorkSafeBC approved new periodic certification requirements for certain equipment under several parts of the OHS Regulation. The rules take effect September 1, 2027. Examples include elevating work platforms, mobile cranes, tower cranes, crane booms, concrete pumps and placing booms, and fire department aerial devices.	Identify equipment at your workplace that may be covered. Plan ahead for required inspections or certifications and keep records showing equipment is safe for use. Source: WorkSafeBC

BC Continued on next page

LEGISLATION UPDATES

OVERVIEW OF MAJOR CHANGES	WHAT DOES THIS MEAN FOR EMPLOYERS?
BRITISH COLUMBIA	
Amendments to Reservists' Leave – In Force August 6, 2026 Reservists can now take up to 24 months of leave within a 60-month period for military skills training, pre- or post-deployment activities, and deployments for Canadian Armed Forces operations. Previously, leave for military training was limited to 20 days per year. Eligible employees can take reservists' leave regardless of how long they have worked for the employer. Employees generally need to give at least four weeks' notice, unless they receive short-notice deployment orders.	Review and update your leave policies to reflect the expanded reservists' leave. Make sure managers know the new leave limits and notice requirements. Source: BC Gov News <i>If you are a Full-Service HR client with Dunk & Associates, your HR program will be updated with these requirements.</i>

OVERVIEW OF MAJOR CHANGES	WHAT DOES THIS MEAN FOR EMPLOYERS?
MANITOBA	
Temporary Foreign Worker Employer Registration – New Form August 19, 2026 Manitoba introduced a new Employer Registration application for employers that want to hire temporary foreign workers. The old form will stop being accepted September 16, 2026.	If you hire temporary foreign workers, start using the new Employer Registration form. Update any internal hiring checklists or saved forms. Source: Manitoba Employment Standards
Sick Note Limits – Effective October 1, 2026 Employers will have limits on when they can ask for a sick note for short-term illness or injury. A note may generally be required only after an absence of more than one week or after more than 10 scheduled workdays of illness or injury absence in the calendar year.	Update attendance and sick-leave procedures before October 1. Train managers on when a note can be requested, which health professionals can provide it and when the employer must reimburse the cost. Source: Manitoba Laws <i>If you are a Full-Service HR client with Dunk & Associates, your HR program has been updated with these requirements.</i>
Minimum Wage – Effective October 1, 2026 Manitoba's general minimum wage will increase from \$16.00 to \$16.40 per hour on October 1, 2026.	Review payroll rates and make any needed changes for the first pay period that includes October 1. Source: Manitoba Employment Standards

OVERVIEW OF MAJOR CHANGES	WHAT DOES THIS MEAN FOR EMPLOYERS?
NEW BRUNSWICK	
Minimum Wage and Overtime Review – Consultation Open New Brunswick opened a review of the minimum wage and overtime rate on August 11. The consultation closes October 9, 2026. No wage change has been announced through this review yet.	No payroll change is required at this time. Employers may provide feedback during the consultation and should watch for any later change to minimum wage or overtime rules. Source: Government of New Brunswick

LEGISLATION UPDATES

OVERVIEW OF MAJOR CHANGES	WHAT DOES THIS MEAN FOR EMPLOYERS?
NOVA SCOTIA	
Minimum Wage – Effective October 1, 2026 Nova Scotia's general minimum wage will increase from \$16.75 to \$17.00 per hour on October 1, 2026.	Review payroll rates and make any needed changes for the first pay period that includes October 1. Source: Nova Scotia Labour Standards Regulations

OVERVIEW OF MAJOR CHANGES	WHAT DOES THIS MEAN FOR EMPLOYERS?
ONTARIO	
Minimum Wage – Effective October 1, 2026 Ontario's general minimum wage will increase from \$17.60 to \$17.95 per hour on October 1, 2026.	Review payroll rates and make any needed changes for the first pay period that includes October 1. Source: Ontario Newsroom

OVERVIEW OF MAJOR CHANGES	WHAT DOES THIS MEAN FOR EMPLOYERS?
PRINCE EDWARD ISLAND	
Minimum Wage – Effective October 1, 2026 Prince Edward Island's minimum wage will increase from \$17.00 to \$17.30 per hour on October 1, 2026. A further increase to \$17.60 is set for April 1, 2027.	Update payroll for October 1 and note the next increase for April 1, 2027. Source: Government of Prince Edward Island

OVERVIEW OF MAJOR CHANGES	WHAT DOES THIS MEAN FOR EMPLOYERS?
QUEBEC	
Workplace Health and Safety Regulation – Effective September 10, 2026 Quebec published OHS regulation changes on August 26 covering lighting, bioaerosols, disinfection and workplace conditions. The changes include updated lighting rules, respiratory protection for certain bioaerosol exposure, visible mould requirements and updated disinfection rules.	Review workplace lighting, cleaning and mould controls. Where respiratory protection is used, confirm the program, equipment, fit, training and procedures meet the updated requirements. Source: CNESST

OVERVIEW OF MAJOR CHANGES	WHAT DOES THIS MEAN FOR EMPLOYERS?
SASKATCHEWAN	
Minimum Wage – Effective October 1, 2026 Saskatchewan's minimum wage will increase from \$15.35 to \$15.70 per hour on October 1, 2026.	Review payroll rates and make any needed changes for the first pay period that includes October 1. Source: Government of Saskatchewan

**THANKS FOR READING.
SEE YOU NEXT MONTH!**

