

OVERVIEW OF IMPORTANT LEGISLATION UPDATES

NOVEMBER 2023

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?
FEDERAL (CANADA LABOUR CODE)	
New Canada Labour Code Regulations – Hours of Work New Canada Labour Code Regulations modify work hours and break requirements for certain employees in banking, telecommunications, broadcasting, railways, air transport, and other sectors. Changes include: <ul style="list-style-type: none">• 96 hours written notice of work schedules and 24 hours notice of shift changes• 30-minute unpaid breaks every 5 hours of work• 8-hour rest breaks between shifts	Federally regulated workplaces within these sectors must ensure they comply with these scheduling requirements.

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NEW BRUNSWICK	
<p>WorkSafe NB JHSC Form Update</p> <p>As of September 25, 2023, WorkSafe NB has updated and improved the JHSC Meeting template.</p> <p>Under WorkSafe NB, JHSCs must use a template approved by WorkSafeNB and submit the completed minutes after each meeting.</p> <p>The new template offers:</p> <ul style="list-style-type: none">• Improved clarity for workplace location• Clarification for agenda sections• Email and phone information for co-chairpersons• English only, French only, and bilingual versions• Word and fillable PDF options	<p>If your workplace is large enough to require a Joint Health & Safety Committee (20 or more employees), you need to ensure that your committee is meeting at least monthly and completing the appropriate Meeting Minutes Form.</p> <p>A copy of this form can be found here: https://www.worksafenb.ca/workers/health-safety/joint-health-and-safety-committees/</p> <p>If you are a full-service client with Dunk & Associates, you will also have a copy of this on your 24-7 site under your Safety Committee Forms.</p> <p>Forms must be sent to WorkSafe NB each month. WorkSafeNB now offers one email address for all minute submissions: jhsc-cmhs@ws-ts.nb.ca. Fax and mail submissions continue to be available.</p>
<p>Free Mental Health & Addictions Hotline</p> <p>New Brunswick launched a free new hotline (reachable at 1-866-355-5550) that residents with mental health and addiction issues can call 24 hours a day to speak to clinical therapists, registered nurses, social workers, and other “care coaches.”</p>	<p>It is recommended that you share this information and phone number with your workers.</p> <p>Ways you can communicate include:</p> <ul style="list-style-type: none">• Post it in your workplace• Put it in a company newsletter• Talk about it in a meeting• Send a company email

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NEWFOUNDLAND	
Workplace Health, Safety and Compensation Act Effective September 1, the Workplace Health, Safety, and Compensation Act is in effect. There are no changes to benefits, coverage, obligations and responsibilities, employers, or Workplace NL changes. The act was rewritten to use modern language, address housekeeping issues, and align with other legislation. The Workplace Health, Safety, and Compensation Review Board has changed its name to the Workers' Compensation Independent Review Board (WCIRB).	This is just an FYI to employers. No actions should be needed at this time.

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NORTHWEST TERRITORIES	
Minimum Wage Increase In response to inflation, the GNWT increased the general minimum wage by 85 cents to \$16.05 per hour. That's the first increase since the minimum wage went from \$13.46 to \$15.20 in September 2021.	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	
WSIB Claims As of September 29, 2023, WSIB is revising their policy on employer reporting obligations. <ul style="list-style-type: none">• Employers will now have 3 business days to submit a Form 7 to the WSIB when a worker is injured at work and requires medical attention, lost time beyond the date of injury, lost wages or requires modified work for greater than 7 days. This change aligns the WSIB policy with the requirements under the Workplace Safety and Insurance Act (WSIA).• Employers who fail to meet their reporting requirements are subject to a fine of \$250 for late reporting. For accidents reported later than 30 days after the reporting obligation deadline the fine increases to \$1000.	<p>Employers need to make sure they understand and are following their reporting requirements for reporting work-related injuries and illnesses.</p> <p>If you only have one person in your company who knows how to do the filing of your claims, you will want to make sure that you have a back for when that person is not around. Claims that are submitted late are subject to fines.</p> <p>Business days for reporting obligations are WSIB business days which are Monday to Friday, and do not include statutory holidays.</p>
AODA compliance reports – Due Dec 31st, 2023 Businesses and non-profits with 20 or more employees and public sector organizations must submit compliance reports to confirm they have met their accessibility requirements under the Accessibility for Ontarians with Disabilities Act (AODA).	<p>Your requirements and deadlines depend on the type and size of your organization:</p> <ul style="list-style-type: none">• Businesses and non-profit organizations with 20 or more employees must file accessibility compliance reports every three years. Your reporting deadline is December 31, 2023.• Designated public sector organizations, including municipalities and other organizations such as school boards and hospitals, must file accessibility compliance reports every two years. Your reporting deadline is December 31, 2023. <p>For instructions on how to download and complete the report, click here: https://www.ontario.ca/page/completing-your-accessibility-compliance-report?mc_cid=f467d24112&mc_eid=4612141c2e</p>
MLITSD Inspections From now to March 31, 2024, occupational hygienists from the MLITSD will inspect workplaces with asbestos-containing materials in their building structures to ensure they have an effective asbestos management program that complies with OHS Regulations for Asbestos on Construction Projects and Building and Repair Operations.	<p>Ensure that if your workplace has Asbestos-containing materials, you have an Asbestos Program in place.</p> <p>If you are a full-service Health & Safety client with Dunk & Associate and require an Asbestos Program, please email support@systems24-7.com.</p>