

# OVERVIEW OF IMPORTANT LEGISLATION UPDATES

APRIL 2024

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?

### ALBERTA

#### Changes to reporting of certain types of work site incidents

Since 2021, Alberta work site parties have been required to use an online portal ([oirportal.labour.alberta.ca](http://oirportal.labour.alberta.ca)) to report certain types of workplace incidents that did not result in any injuries. Although the online portal was intended to make it easier to file these types of incident reports, users indicated it was causing confusion and creating an additional regulatory burden.

In response to this feedback, as of March 6, 2024, the following types of incidents – regardless of whether they result in an injury or not – will not be reportable online and must be reported to the OHS Contact Centre by phone:

- Unplanned or uncontrolled explosions, fires or floods
- Crane, derrick or hoist collapses or upsets
- Full or partial building or structural collapses or failures

**While you no longer need report these incidents through the online portal, please make sure you are calling the OHS Contact Centre at 1-866-415-8690 if the following types of incidents occur at your workplace:**

- Unplanned or uncontrolled explosions, fires or floods
- Crane, derrick or hoist collapses or upsets
- Full or partial building or structural collapses or failures

Note that the online portal must still be used to report all mine or mine site incidents as defined in Section 544 of the OHS Code (and as is still the case, the OHS Contact Centre must also be contacted as soon as possible if the mine/mine site incident was serious or involved a death or serious injury or illness).

Additional information on requirements for Incident reporting and investigation is also available on the OHS Resource Portal.

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<b>MANITOBA</b>	
<p><b>HAZARD ALERT WARNING</b></p> <p>After a recent string of serious incidents, including a fatality, SAFE Work Manitoba issued a Hazard Alert on the dangers of mixing drain cleaners.</p> <p>Such products typically contain acids that can trigger explosions and emissions of hazardous gases, especially when combined with other products.</p>	<p>The Alert calls on employers to ensure these products have proper WHMIS labels.</p> <p>In addition to theory (online/in class training) for WHMIS, employers are required to train employees on the specific WHMIS products that they work with in their workplaces. Make sure you are completing this requirement.</p> <p>Every single workplace has at least 1 WHMIS product – Fire Extinguishers!</p> <p>For Full Service Health &amp; Safety Clients, this month's package is focused on your WHMIS requirements. Make sure you complete all assignments to ensure your compliance with WHMIS regulations.</p>

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<b>NEW BRUNSWICK</b>	
<p><b>Minimum Wage Increase</b></p> <p>As of April 1, 2024 the minimum wage rate will be increasing from \$14.75 per hour to \$15.30 per hour.</p> <p>Subsequently, the rate will be adjusted in accordance with the Consumer Price Index of New Brunswick.</p>	<p>You will need to account for this in your annual budget and adjust for any employees currently making minimum wage.</p>

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<b>NEWFOUNDLAND</b>	
<p><b>Minimum Wage Increase</b></p> <p>Newfoundland announced that it's raising its general minimum 60 cents to \$15.60 per hour, effective April 1, 2024.</p> <p>The latest increase comes 7 months after the province increased the minimum wage to \$15.00 per hour.</p>	<p>You will need to account for this in your annual budget and adjust for any employees currently making minimum wage.</p>

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<b>NORTHWEST TERRITORIES</b>	
<p><b>Minimum Wage Increase</b></p> <p>The GNWT began annual surveying on minimum wage adjustments. In 2022, the government began using a formula based on the percentage change in the CPI for Yellowknife and percentage change in the average hourly wage in the territories for the pre-vious calendar year to calculate minimum wage changes taking effect on Sept. 1 of each year.</p>	<p>You will need to account for this in your annual budget and adjust for any employees currently making minimum wage.</p>

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<b>NOVA SCOTIA</b>	
<p><b>Minimum Wage Increase</b></p> <p>Nova Scotia is increasing its general minimum wage 4.7% to \$15.20 per hour on April 1, 2024.</p> <p>Future annual increases will continue to be pegged to the national consumer price index + 1% of the preceding year's minimum wage.</p>	<p>You will need to account for this in your annual budget and adjust for any employees currently making minimum wage.</p>

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<p><b>ONTARIO</b></p> <p><b>The Workplace Safety and Insurance Board (WSIB)</b> Following a recent stakeholder consultation, the Workplace Safety and Insurance Board (WSIB) published changes to its Appeals Practices and Procedures.</p> <p>The WSIB reports these changes will improve its “efficiency in providing timely, quality decisions and excellent customer service.”</p> <p>Some key changes include:</p> <ul style="list-style-type: none"><li>• Updates to the WSIB’s objection intake, appeals intake, and triage processes to ensure that cases are appeal-ready.</li><li>• New guidelines and processes regarding the jurisdiction of Appeals Resolution Officers to add appeal issues to the appeal agenda for “holistic adjudication of related issues,” to ensure finality of decisions and to avoid fragmentation of issues.</li><li>• New guideline for expediting appeals regarding return-to-work and related issues.</li><li>• Updated guidelines regarding method of resolution, including written hearings as the default method of resolution, and oral hearings as the default method for initial entitlement to chronic mental stress appeals.</li><li>• An added statement that Appeals Resolution Officers will direct benefits flowing from their decision to the extent possible based on the information they have.</li></ul>	<p>If you are planning to appeal a claim, please ensure you are referring to the new guidelines for assistance.</p> <p>Check out the WSIB’s website for more information regarding appeals.</p> <p><a href="https://www.wsib.ca/en/appeals/formal-appeal">https://www.wsib.ca/en/appeals/formal-appeal</a></p>
<p><b>Long-Term Care Home Investigation Unit</b> The Ontario government recently announced a new 10-person investigations unit to investigate allegations of provincial offences under the Fixing Long-Term Care Act, 2021 (FLTCA).</p> <p>The allegations the investigation unit is tasked with investigating include:</p> <ul style="list-style-type: none"><li>• failing to protect a resident from abuse or neglect</li><li>• repeated and ongoing non-compliance</li><li>• failing to comply with Ministry inspector’s orders</li><li>• suppressing and/or falsifying mandatory reports</li><li>• negligence of corporate directors</li></ul> <p>The work of the investigation’s unit is distinct from the work of inspectors under the FLTCA.</p> <p>The investigations unit is tasked with determining whether there are grounds indicating an offence has been committed and, where appropriate, recommending enforcement action, including prosecution.</p>	<p>If you are a Long-Term Care home, ensure your staff are familiar with these new investigators and know what to do in the event that they show up at your workplace.</p>

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<b>QUEBEC</b>	
<p><b>Minimum Wage Increase</b></p> <p>Effective April 1, 2024, the minimum wage rate will be increasing from \$15.25 per hour to \$15.75 per hour.</p>	<p>You will need to account for this in your annual budget and adjust for any employees current-ly making minimum wage.</p>
<p><b>Regulation amending the Regulation respecting occupational health and safety (Appendix I: modifications to admissible exposure values).</b></p> <p>Update of Section VI and Appendix I of the Regulation respecting occupational health and safety concerning the permis-sible exposure values of air contami-nants.</p>	<p>If your workplace has specific air contami-nants, please make sure you are complying with the new exposure values.</p>
<p><b>Québec passed Bill 42 adding new workplace harassment and violence protections to the Labour Code and OHS Act.</b></p> <p>Highlights:</p> <ul style="list-style-type: none"><li>• Mandatory sexual violence train-ing for psychological harassment claims arbitrators</li><li>• Extended deadline for sexual vio-lence claims</li><li>• Ban on reprisals for reporting psychological harassment</li><li>• Higher fines and punitive damag-es for psychological harassment</li></ul>	<p>Make sure that you are properly addressing all sexual violence and psychological harass-ment complaints. An investigation must be conducted for all reports of these nature.</p>

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<b>SASKATCHEWAN</b>	
<p><b>WCB</b></p> <p>In the months of March and April, the Saskatchewan Workers' Compensation Board (WCB) will be reaching out to customers across the province to gather feedback to help improve WCB services.</p> <p>The information provided by customers will be vital in improving the WCB's services over the short and long term. As customers experience these services from a different perspective, we will be seeking input from injured workers and employers at all touchpoints of their experience with us.</p> <p>This information will be used in the development of a customer feedback system that will help us in the future to gather feedback at the most critical points of the customer journey. We will be asking customers about their preferred feedback methods. This information will be used to inform changes to how the WCB gathers feedback from our customers. Customer feedback is essential in their ability to be able to improve their services for our customers. The WCB may contact you by email for this survey between now and April 15.</p>	<p>The WCB may contact you by email for this survey between now and April 15.</p> <p>This is not a scam. If you are contacted, please feel free to participate and provide your feedback.</p>

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<b>YUKON</b>	
<p><b>Minimum Wage Increase</b></p> <p>On April 1, 2024 general minimum wage will increase 4.9%, from \$16.77 to \$17.59 per hour.</p> <p>That's the second highest minimum wage in Canada, trailing only Nunavut at \$19.00 per hour.</p>	<p>You will need to account for this in your annual budget and adjust for any employees currently making minimum wage.</p>