

OVERVIEW OF IMPORTANT LEGISLATION UPDATES

OCTOBER 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?
BRITISH COLUMBIA	
<p>First Aid</p> <p>WorkSafeBC has introduced significant updates to the First Aid equipment, supplies, and facilities required for workplaces. The reason for this change is to align the First Aid Kit contents with CSA Z1220-17-First Aid Kits for the Workplace.</p>	<p>Every employer in BC needs to prepare a written First Aid Assessment in consultation with the JHSC or H&S Representative for each of their workplaces by or before November 1, 2024.</p> <p>If you are a Full-Service client with Dunk & Associates, you will receive resources and instructions on how to complete this in your October compliance package. Additionally, your First Aid policy and forms will be updated to reflect this change.</p>

OVERVIEW OF MAJOR CHANGES	WHAT DOES THIS MEAN FOR EMPLOYERS?
MANITOBA	
<p>Minimum Wage Increase</p> <p>Minimum will increase from \$15.30 per hour to \$15.80 per hour as of October 1, 2024.</p>	<p>Review your payroll and make any necessary adjustments as of October 1, 2024.</p>

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NEW BRUNSWICK	
<p>General Regulations</p> <p>General Regulation 91-191 had numerous legislative changes in 2022 and 2023 and continues to undergo changes in 2024 that enhance health and safety in New Brunswick workplaces.</p>	<p>Click here for a full list of the topics that have been amended: https://www.worksafenb.ca/safety-topics/regulation-hub/</p> <p>If you are a Full-Service client, Dunk & Associates continues to monitor these amendments and update your program as applicable.</p>

OVERVIEW OF MAJOR CHANGES	WHAT DOES THIS MEAN FOR EMPLOYERS?
ONTARIO	
<p>Minimum Wage Increase</p> <p>General minimum wage will increase from \$16.55 per hour to \$17.20 per hour as of October 1, 2024.</p> <p>Minimum wage for students under 18 working 28 hours/week or less will increase from \$15.60 per hour to \$16.20 per hour as of October 1, 2024.</p>	<p>Review your payroll and make any necessary adjustments as of October 1, 2024.</p>

OVERVIEW OF MAJOR CHANGES	WHAT DOES THIS MEAN FOR EMPLOYERS?
PRINCE EDWARD ISLAND	
<p>Minimum Wage Increase</p> <p>Minimum wage will increase from \$15.40 per hour to \$16.00 per hour as of October 1, 2024.</p>	<p>Review your payroll and make any necessary adjustments as of October 1, 2024.</p>
<p>As of October 1, 2024, in addition to the unpaid leave available to employees, employees will also be entitled to paid sick leave based on the following:</p> <ul style="list-style-type: none">• One day of paid sick leave after 12 months of continuous employment• Two days of paid sick leave after 24 months of continuous employment• Three days of paid sick leave after 36 months of continuous employment	<p>After October 1, 2024 ensure that you are paying employees for sick days as required. Once an employee is entitled to paid leave, it shall be given before unpaid leave.</p> <p>If the employee takes three consecutive days, the employer may ask for a medical certificate.</p> <p>If you are a Full-Service Human Resources Client with Dunk & Associates, your Sick Leave Policy has been updated to reflect this change.</p>

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QUEBEC	
<p>Bill 42, An Act to prevent and fight psychological harassment and sexual violence in the workplace (Act)</p> <p>Among the amendments contained in the Act, the Minister prescribes the minimum content of the workplace policy to prevent and manage situations of psychological harassment and sexual violence in the workplace.</p>	<p>Make sure you update your Harassment Program to meet these new requirements. For more information on the changes, please click here: file:///C:/Users/User/Downloads/23-042a-1.pdf</p> <p>If you are a Full-Service client with Dunk & Associates, your program will be updated to reflect these amendments.</p>

OVERVIEW OF MAJOR CHANGES	WHAT DOES THIS MEAN FOR EMPLOYERS?
SASKATCHEWAN	
<p>Minimum Wage Increase</p> <p>Minimum wage will increase from \$14.00 per hour to \$15.00 per hour as of October 1, 2024.</p>	<p>Review your payroll and make any necessary adjustments by October 1, 2024.</p>