

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

Chemical Agents and Biological Agents

Effective February 3, 2025, the Occupational Health and Safety Regulation, B.C. Reg. 296/97, Part 5: Chemical Agents and Biological Agents amendments for the following sections: Emergency Planning, Worker Participation, Inventory of hazardous substances, Risk Assessment, Emergency Response Plan, Emergency Procedures, Training and Drills.

Worker Participation

Ensure all parts of emergency planning are done in consultation with workers.

Inventory of Hazardous Substances

Employers must ensure that the written inventory of hazardous substances includes the information needed to adequately assess the risk posed by these substances in the workplace, when these substances are present in sufficient quantities that they may endanger a person in an emergency.

Risk Assessment

Employers must assess the risk posed by:

- All hazardous substances in the inventory
- Hazardous substances that could foreseeably enter the workplace due to an outside emergency
- Hazardous substances that could be generated at the workplace (for example, because of an accidental reaction)

Emergency Response Plan and Procedures

Ensure the inventory, risk assessment, procedures, training, and drills are all components of the emergency plan. Employers must also develop a written plan for responding to emergencies involving hazardous substances.

If you are a Full-Service client with Dunk & Associates, your H&S program will be updated to reflect these changes. You will still need to ensure you are creating an inventory, risk assessment and emergency response procedures as outlined in your policies.

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OVERVIEW OF MAJOR CHANGES	WHAT DOES THIS MEAN FOR EMPLOYERS?
<p>ONTARIO</p> <p>Working for Workers Six Act – Receives Royal Assent</p> <p><i>Employment Standards Act:</i></p> <p>The following amendment comes into force on June 19, 2025:</p> <ul style="list-style-type: none"> • Long-Term Illness Leave: An employee with at least 13 weeks of service is entitled to an unpaid leave of up to 27 weeks if the employee is unable to perform the duties of their position because of a serious medical condition. <p>The following amendment comes into force on a date to be proclaimed in the future:</p> <ul style="list-style-type: none"> • Placement of a Child Leave: An employee with at least 13 weeks of service is entitled to an unpaid leave of up to 16 weeks after the placement or arrival of a child into the employee's custody, care and control through adoption or surrogacy. <p><i>Occupational Health and Safety Act:</i></p> <p>The following amendments are now in force:</p> <ul style="list-style-type: none"> • A minimum fine of \$500,000 will be imposed on any corporation found guilty of a second or subsequent offence under the OHSA that results in the death or serious injury of one or more workers in a two-year period. • An employer is required to ensure that any personal protective clothing and equipment is a proper fit and appropriate in the circumstances; the government also has the authority to impose additional regulatory requirements related to the assessment of personal protective clothing and equipment. 	<p>Long-Term Illness Leave</p> <p>After June 19, 2025, eligible employees will be entitled to take long-term unpaid leave due to serious illness for up to 27 weeks in a 52-week period.</p> <p><i>If you are a Full-Service Human Resources client with Dunk & Associates, your HR program will be updated to reflect these amendments.</i></p> <p>Personal Protective Equipment</p> <p>Employers must ensure that any PPE that is provided, worn, or used is a proper fit and appropriate in the circumstances.</p> <p><i>If you are a Full-Service Health & Safety client with Dunk & Associates, your H&S program will be updated to reflect these amendments.</i></p>
<p>WSIB Form 7</p> <p>WSIB has updated the Employer's report of injury/disease (Form 7).</p>	<p>When reporting a claim to WSIB, ensure you use the most up-to-date version of the Employer's report of injury/disease Form 7 (0007A).</p> <p><i>If you are a Full-Service Health & Safety client with Dunk & Associates, this form has been updated on your health & safety site under Section 12.</i></p>

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QUEBEC			
Medical Certificates: Employer Restrictions Starting January 2025			
<p>As of January 1, 2025, the implementation of the Act aimed primarily at reducing the administrative burden of physicians will limit employers’ requests for medical certificates from employees.</p> <p>Thus, the Act Respecting Labour Standard will no longer allow employers to require a document confirming the reasons for an absence, including a medical certificate for the first 3 period of absence not exceeding three consecutive days taken over a 12-month period.</p> <p>Additionally, no employer may require a medical certificate if an employee is absent to provide care to a child, a relative or a person for whom the employee acts as a caregiver.</p>		<p>Employers are not permitted to ask for a medical note excusing the employee from work in situations where the employee is absent for 3 days or less, up to 3 times throughout the year.</p> <p>Employers are also not permitted to ask for a medical note from an employee to justify them taking their 10 days per year to fulfil obligations relating to the care, health or education of the employee’s child or the child of the employee’s spouse, or because of the state of health of a relative or a person for whom the employee acts as a caregiver. If it is warranted, by the duration of the absence for instance, the employer may request that the employee furnish a document attesting to the reasons for the absence, but it cannot be a medical certificate.</p>	