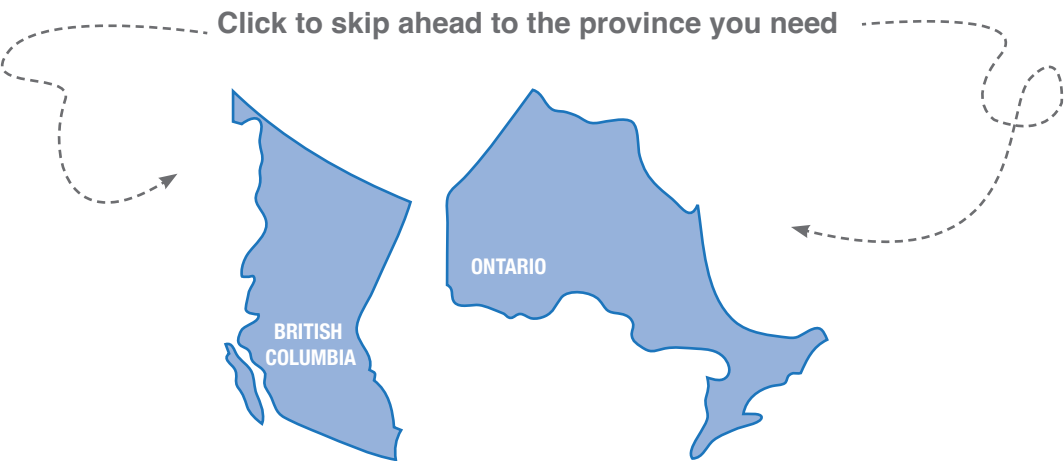


# LEGISLATION UPDATES

## 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?
FEDERAL	
<p><b>Canada Occupational Health &amp; Safety Regulations – Amended Terminology</b></p> <p>The Regulations have been amended by replacing “disease” and “diseases” with “illness” and “illnesses,” respectively.</p> <p>The amendment impacts the definitions of “disabling injury,” “minor injury,” and has changed the term “occupational disease” to “occupational illness” within the regulations.</p>	<p><b>Canada Occupational Health &amp; Safety Regulations – Amended Terminology</b></p> <p>Review your Health &amp; Safety policies and update with the amended terminology, where applicable.</p> <p><i>If you are a Full-Service Health &amp; Safety client with Dunk &amp; Associates, your H&amp;S program will be updated to reflect these amendments.</i></p>

OVERVIEW OF MAJOR CHANGES	WHAT DOES THIS MEAN FOR EMPLOYERS?
BRITISH COLUMBIA	
<p><b>Minimum Wage to Increase June 1, 2025</b></p> <p>The general minimum wage increases from \$17.40 to \$17.85 per hour. This follows the changes made in spring 2024 to the Employment Standards Act, which mandated annual wage increases.</p>	<p><b>Minimum Wage Increase</b></p> <p>Review your payroll and make any necessary adjustments effective as of June 1, 2025.</p>

# LEGISLATION UPDATES

OVERVIEW OF MAJOR CHANGES	WHAT DOES THIS MEAN FOR EMPLOYERS?
ONTARIO	
<p><b>Employment Information– Effective July 1, 2025</b></p> <p>Starting July 1, 2025, amendments to the Employment Standards Act require employers to share key job details with all new or potential hires.</p> <p>This applies to Ontario employers with <b>25 or more employees</b> on the new employee’s first day.</p> <p><b>The following information needs to be provided:</b></p> <ul style="list-style-type: none"><li>• The legal name of the employer, as well as any operating or business name of the employer, if different.</li><li>• Contact information for the employer, including address, telephone number, and one or more contact names.</li><li>• A general description of where it is anticipated the employee will initially perform work.</li><li>• The employee’s starting hourly wage or other wage rate or commission, as applicable.</li><li>• The applicable pay period and pay day established by the employer.</li><li>• A general description of the employee’s initial anticipated hours of work.</li></ul>	<p><b>Employment Information</b></p> <p>If you are an employer with 25 or more employees, be sure to review and update your onboarding process and job offer documents to ensure the required information is included and delivered on time to all new hires starting July 1, 2025.</p> <p>This information must be provided in writing before the employee’s first day of work. If that’s not feasible, it must be given as soon as reasonably possible afterward.</p> <p>Be sure to keep a record to verify this information was provided (for example, by including it on an onboarding checklist).</p> <p><i>If you are a Full-Service Human Resources client with Dunk &amp; Associates, your HR program will be updated to reflect these requirements. You will need to ensure the information specific to your location is provided to all new hires.</i></p>



# LEGISLATION UPDATES

OVERVIEW OF MAJOR CHANGES		WHAT DOES THIS MEAN FOR EMPLOYERS?	
ONTARIO			
<b>Washroom Facilities – Effective July 1, 2025</b>		<b>Washroom Facilities</b>	
<p>Starting July 1, 2025, under recent amendments to the Occupational Health and Safety Act, employers are now required to keep workplace washrooms clean and sanitary, and keep records of when and how they're cleaned.</p>		<p>If your location has washrooms available for workers, the washrooms need to be kept clean and sanitary at all times. Make sure they're also well stocked with essentials like soap and toilet paper.</p> <p>Employers are responsible for keeping track of cleaning activities — things like the date, time, and who did the cleaning. These records should be kept on hand and made available if requested by an MLITSD inspector or a health and safety representative.</p> <p><i>If you are a Full-Service Health &amp; Safety client with Dunk &amp; Associates, your H&amp;S program will be updated with a cleaning checklist in "Forms."</i></p>	
<b>WSIB “In Case of Injury” Poster (Form 82)</b>		<b>WSIB “In Case of Injury” Poster (Form 82)</b>	
<p>WSIB has updated the “In Case of Injury” Poster (Form 82).</p>		<p>By law, the WSIB’s “In Case of Injury” poster (Form 82) must be prominently displayed in every workplace covered by the WSIB. Ensure you have the most up-to-date version of the <a href="#">poster</a> on your Health &amp; Safety Board.</p> <p><i>If you have a digital Health &amp; Safety Board with Dunk &amp; Associates, this update has automatically been applied.</i></p>	