

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](#).

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OVERVIEW OF MAJOR CHANGES	WHAT DOES THIS MEAN FOR EMPLOYERS?
FEDERAL	
Temporary Extension to Employment Insurance Eligibility until October 11, 2025 On March 23, 2025, the federal government introduced new temporary EI measures to support Canadian workers whose jobs are impacted by the current economic uncertainty caused by tariffs. A measure reducing the eligibility requirements to qualify for EI was set to expire on July 12, 2025, which has now been extended to October 11, 2025. This decision continues to reduce the hours required to qualify for regular benefits to no higher than 630 hours and increases the weeks of entitlement by up to four additional weeks (more information can be found below in the second link). Over 290,000 workers are expected to benefit from this extension. https://www.canada.ca/en/employment-social-development/news/2025/07/federal-government-extends-employment-insurance-temporary-measure-to-help-workers-impacted-by-us-tariffs.html https://www.canada.ca/en/services/benefits/ei/temporary-measures-for-major-economic-conditions.html	For more information, please visit: https://www.canada.ca/en/services/benefits/ei/temporary-measures-for-major-economic-conditions.html

OVERVIEW OF MAJOR CHANGES	WHAT DOES THIS MEAN FOR EMPLOYERS?
ALBERTA	
WCB Policy Consultations Open WCB is seeking feedback on the following topics: • Policy 04-10 - Housekeeping and home maintenance assistance • Policy 01-00 - Policy interpretation and application • Policy Project Planning Consultation is open until September 29, 2025.	If you are interested in providing your feedback on these topics please visit: https://www.wcb.ab.ca/about-wcb/policy-and-legislation/whats-new-in-policy.html

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OVERVIEW OF MAJOR CHANGES	WHAT DOES THIS MEAN FOR EMPLOYERS?
MANITOBA	
Minimum Wage to Increase October 1, 2025 The general minimum wage increases from \$15.80 to \$16.00 per hour, effective October 1st.	Review your payroll and make any necessary adjustments effective as of October 1, 2025.

OVERVIEW OF MAJOR CHANGES	WHAT DOES THIS MEAN FOR EMPLOYERS?
NORTHWEST TERRITORIES	
Minimum Wage to Increase September 1, 2025 The general minimum wage increases from \$16.70 to \$16.95 per hour, effective September 1st.	Review your payroll and make any necessary adjustments effective as of September 1, 2025.
WSCC Reporting Beginning July 18, 2025, the process for Fatality Reporting will be moving onto WSCC Connect (e-service). First, you will complete the Incident Section, and if you have indicated there was an injury or fatality, the e-Service will advance you to the Injury and Fatality Section to report.	Ensure that in the unfortunate event of a fatality that you are familiar with your reporting requirements. If you are a full-service Health & Safety client of Dunk & Associates, your Reporting policies have been updated.

OVERVIEW OF MAJOR CHANGES	WHAT DOES THIS MEAN FOR EMPLOYERS?
NOVA SCOTIA	
Minimum Wage to Increase October 1, 2025 The general minimum wage increases from \$15.70 to \$16.50 per hour, effective October 1st.	Review your payroll and make any necessary adjustments effective as of October 1, 2025.

OVERVIEW OF MAJOR CHANGES	WHAT DOES THIS MEAN FOR EMPLOYERS?
NUNAVUT	
Minimum Wage to Increase September 1, 2025 The general minimum wage increases from \$19.00 to \$19.75 per hour, effective September 1st.	Review your payroll and make any necessary adjustments effective as of September 1, 2025.
WSCC Reporting Beginning July 18, 2025, the process for Fatality Reporting will be moving onto WSCC Connect (e-service). First, you will complete the Incident Section, and if you have indicated there was an injury or fatality, the e-Service will advance you to the Injury and Fatality Section to report.	Ensure that in the unfortunate event of a fatality that you are familiar with your reporting requirements. If you are a full-service Health & Safety client of Dunk & Associates, your Reporting policies have been updated.

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OVERVIEW OF MAJOR CHANGES		WHAT DOES THIS MEAN FOR EMPLOYERS?	
ONTARIO			
Minimum Wage to Increase October 1, 2025 The general minimum wage increases from \$17.20 to \$17.60 per hour, effective October 1st.		Review your payroll and make any necessary adjustments effective as of October 1, 2025.	
O.Reg 157/25 - Defibrillators on Construction Projects Effective January 1, 2026, O.Reg. 213/91 is amended by adding Section 27.1: Defibrillators. “Where twenty or more workers are regularly employed at a project, the constructor shall ensure that a defibrillator is installed and maintained at the project and that the requirements set out in this section are satisfied.”		For construction employers, if you have projects with 20 or more employees, you will need to ensure that a Defibrillator (AED) is install as per the regulations.	
Digital Platform Worker’s Rights Act This new Act establishes certain rights and protections for digital platform workers who provide ride share, delivery, or courier services for payment through digital platforms. This includes providing Digital Platform Workers information on: • How pay for digital platform work is calculated. • Whether tips or other gratuities are collected by the operator and, if so, when and how they are collected. • The recurring pay period and recurring pay day established by the operator. • Any factors used to determine whether work assignments are offered to workers and a description of how those factors are applied. • Whether the digital platform uses a performance rating system and whether there are consequences based on a worker’s performance rating or a worker’s failure to perform a work assignment and a description of those consequences.		“Digital Platform Work” means, subject to the regulations, the provision of for payment ride share, delivery, courier or other prescribed services by workers who are offered work assignments by an operator through the use of a digital platform. If your company operates Digital Platform Work, then you must ensure you are meeting the requirements of this Act with respect to the Rights of Workers. For the full act, please visit: https://www.ontario.ca/laws/statute/22d07	
Regulation 116/25 – Amending Reg 288/01 under the ESA Ontario is increasing support for workers in response to tariff-related terminations and layoffs by amending a regulation under the ESA to require that employers provide information about applicable provincial employment services to employees who are facing mass layoffs (50 or more employees).		If your business is facing mass layoffs (50 or more employees being laid off in a 4 week period), you need to ensure that employees are provided the following information: • the economic circumstances surrounding the terminations; • any consultations that have been or are proposed to take place with communities in which the terminations will take place or with the affected employees or their agent in connection with the terminations; • any proposed adjustment measures and the number of employees expected to benefit from each; • a statistical profile of the affected employees; and • provincial employment services to employees	

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OVERVIEW OF MAJOR CHANGES	WHAT DOES THIS MEAN FOR EMPLOYERS?
PEI	
Fire Safety Act, 1988 Section 64 (Sale of Fireworks) The Fire Safety Act has been updated with regards to fireworks to say that no person shall sell, offer for sale, give, possess or store fireworks, or fire or set off fireworks, except in accordance with this section. A permit is now required for the storage of fireworks; the sale of fireworks to a person; and the holding of a public or private display of fireworks. The Fire Marshal may issue a permit where, in the opinion of the Fire Marshal, the proposed storage, sale, gift, possession or display of fireworks is not likely to endanger public safety. Conditions may apply	If your business stores or sells fireworks, or puts on a fireworks display, you need to ensure you first obtain the appropriate permits from the Fire Marshal and ensure that all requirements of the Fire Safety Act with respect to fireworks is being followed.

OVERVIEW OF MAJOR CHANGES	WHAT DOES THIS MEAN FOR EMPLOYERS?
SASKATCHEWAN	
WCB Policy 17/2025: Medical Appointment Allowance Effective July 1, 2025, the WCB will allow compensation for employees who miss work due to occasional medical appointments resulting from a workplace injury. A medical appointment allowance is only provided for medical appointments approved by the WCB. This allowance will not be granted for appointments that the WCB does not consider necessary. When a worker misses time from work only for an occasional medical appointment and the employer compensates the worker for the missed time, the WCB will reimburse the employer directly, upon request. A medical appointment allowance is payable when the following apply: • A worker is able to return to normal or modified employment duties, • A worker is performing full hours of employment, and • A worker misses time from work solely due to occasional medical appointments to maintain the current level of function.	If you have an employee with a workplace injury, who is back to work full time (either regular duties or modified duties), and the worker has a medical appointment during work time, you can apply for the WCB to reimburse you for the employees missed time. For more information, the full policy can be found at: https://www.wcbsask.com/policy-and-procedure/medical-appointment-allowance-pol-172025
Minimum Wage to Increase October 1, 2025 The general minimum wage increases from \$15.00 to \$15.35 per hour, effective October 1st.	Review your payroll and make any necessary adjustments effective as of October 1, 2025.