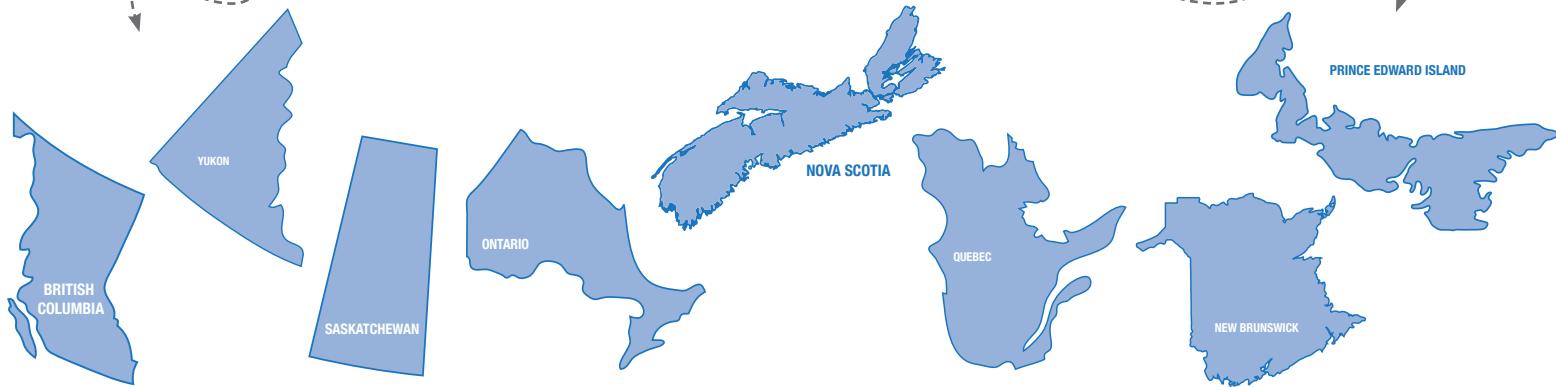


# LEGISLATION UPDATES

## 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](#).

Click to skip ahead to the province you need



### OVERVIEW OF MAJOR CHANGES

### WHAT DOES THIS MEAN FOR EMPLOYERS?

#### ALL

##### WHMIS Compliance

In 2023, Canada updated its Workplace Hazardous Materials Information System (WHMIS 2015). These revisions were part of Canada's proactive approach to regulatory alignment, now reflected in the latest GHS 7th revised edition. Companies were granted a three-year window until January 4th, 2026, to revise and update their Hazard Communication documentation in compliance with the amended WHMIS Regulations.

##### Key changes resulting from the amendments include:

- Improved clarity and precision for certain provisions
- New information elements required on safety data sheets
- Adoption of a new physical hazard class (Chemicals Under Pressure)
- Adoption of a new hazard category for non-flammable aerosols and new subcategories for flammable gases

##### By January 4, 2026, ensure your Health & Safety program meets the new requirements and has been fully implemented:

- Ensure hazardous products used in the workplace are properly labelled and are accompanied by a current SDS.
- Train workers on both generic and workplace-specific WHMIS training.
- Ensure workers can access the SDSs and know how to make workplace labels.
- Develop procedures and training for workers regarding the safe use, storage, handling and disposal of hazardous products, as well as procedures to follow when fugitive emissions are present and what to do in case of an emergency involving hazardous products, such as a spill.
- Ensure appropriate control measures are in place to protect the health and safety of workers.
- Review and update the WHMIS program annually with the Joint Health and Safety Committee or Health and Safety Representative to ensure that it is effective in protecting workers who are exposed to hazardous chemicals.

*If you are a Full-Service Health & Safety client with Dunk & Associates, your H&S program has been updated with these requirements.*

# LEGISLATION UPDATES

OVERVIEW OF MAJOR CHANGES		WHAT DOES THIS MEAN FOR EMPLOYERS?
<b>FEDERAL</b>		
<b>Accessibility Standards Canada publishes Canada's first Plain Language Standard</b>  Accessibility Standards Canada is pleased to announce the publication of the CAN-ASC-3.1:2025 Plain Language standard. This equity-based standard is the first National Standard of Canada on plain language. The release coincides with International Plain Language Day, marking a milestone in advancing accessibility in Canada.		Click <a href="#">here</a> for full information and to access a copy of the standard.

OVERVIEW OF MAJOR CHANGES		WHAT DOES THIS MEAN FOR EMPLOYERS?
<b>CSA</b>		
<b>Public Comments Open</b>  CSA Group is inviting public comment on drafts of OHS-related CSA standards. The names of these standards, along with their deadlines for comment (in parentheses), are as follows: <ul style="list-style-type: none"><li>CSA/ASC Z1003, Psychological Health and Safety in the Workplace - Prevention, promotion, and guidance (New Edition) (December 16, 2025)</li><li>CSA Z94.2, Hearing protection devices - Performance, selection, care, and use (New Edition) (December 30, 2025)</li></ul>		To view the drafts and submit comments, visit CSA Group's <a href="#">draft review page</a> (you will need to register for a free account).

OVERVIEW OF MAJOR CHANGES		WHAT DOES THIS MEAN FOR EMPLOYERS?
<b>BRITISH COLUMBIA</b>		
<b>Bill 11: ESA Amendment – Now in effect</b>  Bill 11 was passed earlier this year, and is now in effect. This amendment to the ESA restricts when employers can ask for sick notes from employees: <ul style="list-style-type: none"><li>Employers are prohibited from requesting medical notes for the first 2 absences of 5 days or less in any given calendar year.</li></ul>		Employers need to make sure they are not asking for doctor's/sick notes from employees who call in sick for the first 2 absences of 5 days or less in each calendar year. Review your policies to make sure they are in compliance with this change and communicate this to your managers/supervisors. Employers are still permitted to ask for a doctor's/sick notes for absences beyond these first 2 absences each calendar year.  <i>If you are a full-service HR client of Dunk &amp; Associates, your program has been updated to reflect these amendments.</i>

BC continued on the next page

# LEGISLATION UPDATES

OVERVIEW OF MAJOR CHANGES	WHAT DOES THIS MEAN FOR EMPLOYERS?
<p><b>BRITISH COLUMBIA</b></p> <p><b>OHS Guidelines: Hazardous Drugs</b></p> <p><b>Editorial revisions were made to the following guideline:</b></p> <ul style="list-style-type: none"><li>Part 6 – Hazardous Drugs</li></ul> <p><u><a href="#">G6.50(3) Mixing, preparing, and priming of specific hazardous drugs</a></u></p> <p><b>This section applies to the following hazardous drugs:</b></p> <p>(a) a hazardous drug that is identified in the NIOSH list as being antineoplastic;</p> <p>(b) a hazardous drug for which the manufacturer recommends ventilated engineering controls;</p> <p>(c) a hazardous drug that is classified by the IARC Monographs as a Group 1 or Group 2A carcinogen.</p>	<p>If your workplace mixes, prepares, or primes hazardous drugs under Section G6.50(3), ensure that the work activities are performed in a ventilated enclosure that meets the requirements set out in subsection (4). This helps ensure the exposure risk is minimized to as low as reasonably achievable for these work activities with a higher potential to generate aerosols and vapours.</p>
<p><b>Proposed Regulatory Amendments – Public Hearing</b></p> <p>Public hearings provide stakeholders an opportunity to comment on proposed regulatory amendments. We welcome your feedback on these amendments either by written submission or by participation in the virtual public hearing. Written submissions will be accepted until 4:30 p.m. on Friday, December 12, 2025.</p>	<p><b>You can access the proposed amendments, along with explanatory notes, using the links below:</b></p> <ul style="list-style-type: none"><li><u><a href="#">Part 8, Personal Protective Clothing and Equipment – Respirators: Face seal</a></u></li><li><u><a href="#">Part 31, Firefighting – Society fire brigades</a></u></li></ul>

OVERVIEW OF MAJOR CHANGES	WHAT DOES THIS MEAN FOR EMPLOYERS?
<p><b>NEW BRUNSWICK</b></p> <p><b>WorkSafeNB Assessment Rates 2026</b></p> <p>The 2026 average assessment rate will remain at \$1.10 per \$100 of payroll, maintaining the lowest rate in New Brunswick's history. Reduced from a \$1.18 in 2024, the \$1.10 rate is expected to remain the second lowest in the country. This stable rate comes at a time when the cost of doing business is rising, giving employers greater certainty to plan for the future.</p> <p>WorkSafeNB will also issue \$53.2 million in performance refunds to eligible employers in New Brunswick. Refunds over \$1,000 will be issued by cheque. Refunds under \$1,000 will be credited to employers' WorkSafeNB accounts, lowering their 2026 premiums.</p>	<p>For more information on how WorkSafeNB determines assessment rates: <u><a href="#">WorkSafeNB   Assessment Rates</a></u></p> <p>For more information on the performance refund: <u><a href="#">WorkSafeNB   Performance Refund</a></u></p>

# LEGISLATION UPDATES

OVERVIEW OF MAJOR CHANGES	WHAT DOES THIS MEAN FOR EMPLOYERS?
<b>NOVA SCOTIA</b>  <b>Bill 144 - Workers' Compensation - Royal Assent</b>  Newly passed workers' compensation amendment reduces the timeframe for employers to report a workplace injury to the Nova Scotia WCB from 5 to 2 days. This bill also clarifies that employers can access reports on workers' functional abilities to further return to work after an injury.	Review your program and ensure that workers are aware of the new reporting timeframe for workplace injuries.  <i>If you are a full-service Health &amp; Safety client of Dunk &amp; Associates, your program has already been updated to reflect these amendments.</i>
<b>WCB Assessment Rates 2026</b>  Rates for WCB coverage in Nova Scotia are holding steady for 2026, at \$2.65 per \$100 of assessable payroll. The rate has been stable for more than two decades, as WCB works to ensure a financially sustainable system for the long term.	Find more information about <a href="#">WCB employer assessment rates</a> and how they're calculated.

OVERVIEW OF MAJOR CHANGES	WHAT DOES THIS MEAN FOR EMPLOYERS?
<b>ONTARIO</b>  <b>AED Requirements for Construction Projects</b>  As of Jan. 1, AEDs will be required on Ontario construction sites when projects last three months or longer and employ 20 or more workers.	To meet the new AED requirement, Ontario construction employers should take the following steps: <ul style="list-style-type: none"><li>• <b>Review your project timelines:</b> Determine whether your project will extend past the three-month threshold.</li><li>• <b>Install Health Canada-approved AEDs:</b> Purchase a compliant device and any required accessories (e.g., cardiopulmonary resuscitation mask, pairs of disposable medical grade gloves, etc.).</li><li>• <b>Place AEDs in accessible and clearly marked locations:</b> Ensure all workers know where the device is stored.</li><li>• <b>Include AEDs in your health and safety policies:</b> Update written procedures to reflect this new regulation.</li><li>• <b>Offer AED/CPR training:</b> While not legally required, training improves emergency response and reinforces a culture of safety.</li><li>• <b>Document everything:</b> Keep records of your AED purchases, training sessions, and safety updates in case of inspection.</li></ul> <i>If you are a full-service Health &amp; Safety client of Dunk &amp; Associates, let us know if you need assistance with updates to your program.</i>

Ontario continued on the next page 

# LEGISLATION UPDATES

OVERVIEW OF MAJOR CHANGES	WHAT DOES THIS MEAN FOR EMPLOYERS?
<p><b>ONTARIO</b></p> <p><b>Working for Workers 6: Job Posting Requirements coming into force January 2026</b></p> <p>These provisions will apply only to an employer that employs <b>25 or more employees</b> on the day the publicly advertised job posting is posted:</p> <ul style="list-style-type: none"><li>• <b>Compensation Information:</b> include information about the expected compensation, or range of expected compensation. If a range is posted, it must not exceed more than \$50,000 annually (i.e. it cannot say \$40,000-\$100,000 per year). The requirement to include compensation information will not apply to positions where the expected compensation is more than \$200,000 annually.</li><li>• <b>Experience Requirement:</b> An employer cannot include any requirement related to Canadian experience.</li><li>• <b>Use of AI in Job Selection Process:</b> Requirement to disclose the use of AI to screen, assess, or select applicants.</li><li>• <b>Job Availability:</b> include a statement on whether the posting is for an existing vacancy.</li><li>• <b>Interview Information:</b> Applicants who have been interviewed must be notified within 45 days of their last interviews whether a hiring decision has been made</li><li>• <b>Record-Keeping:</b> Retain copies of every publicly advertised job posting and associated application form for 3 years after the posting is removed, and maintain records of the information provided to applicants who have been interviewed.</li></ul>	<p>Ensure your recruitment and hiring practices and program are updated to reflect these amendments. Make sure your publicly advertised job postings include all the required information, and that records are maintained accordingly.</p> <p><i>If you are a full-service HR client of Dunk &amp; Associates, your program will be updated to reflect these amendments.</i></p>
<p><b>WSIB Premium Rates 2026</b></p> <p>WSIB is lowering the average premium rate for businesses again in 2026 to \$1.23 per \$100 of insurable payroll, the lowest it's been in more than 50 years.</p>	<p>See the full information <a href="#">here</a>.</p>

# LEGISLATION UPDATES

OVERVIEW OF MAJOR CHANGES		WHAT DOES THIS MEAN FOR EMPLOYERS?
<b>PEI</b>		
<b>PEI Workforce Adaptation Fund Grant Program</b>  Businesses and organizations across PEI can access funding to improve accessibility in commercial and non-profit spaces to create more inclusive environments for employees and clients with disabilities.  The provincial government's Workforce Adaptation Fund is coordinated through <a href="#">ResourceAbilities</a> , a local non-profit, to ensure fair and effective support is provided for accessibility improvements. Organizations are eligible for up to a maximum of \$50,000 annually to cover 80 per cent of eligible expenses.		Visit <a href="https://resourceabilities.ca/pei-workforce-adaptation-fund-grant-program/">https://resourceabilities.ca/pei-workforce-adaptation-fund-grant-program/</a> for more information and eligibility criteria.
<b>QUEBEC</b>		
<b>Bill 42: The Act to Prevent and Fight Psychological Harassment and Sexual Violence in the Workplace</b>  Bill 42 prescribes the minimum content of any policy to prevent and process situations of psychological harassment which an employer must adopt.  <b>Key amendments that have been recently adopted by this Bill:</b> <ul style="list-style-type: none"><li>Integrate the policy to prevent and manage situations of psychological harassment covered by the ALS in the employer's prevention program and action plan (sections 59 and 61.2). Came into force on October 1, 2025.</li><li>Include the risks related to sexual violence in psychosocial risks (sections 59 and 61.2). Came into force on October 1, 2025.</li></ul>		Ensure your program has been updated to include the amendments under <a href="#">Bill 42</a> .  <i>If you are a full-service Health &amp; Safety client of Dunk &amp; Associates, your program has already been updated to reflect these changes.</i>

# LEGISLATION UPDATES

OVERVIEW OF MAJOR CHANGES	WHAT DOES THIS MEAN FOR EMPLOYERS?
<p><b>SASKATCHEWAN</b></p> <p><b>Bill 5 – Employment Act amendments in effect January 2026</b></p> <p><b>The amendments coming into force include:</b></p> <ul style="list-style-type: none"><li>Allowing employers and employees to use a calendar day rather than 24 consecutive hours for the purposes of work schedules and overtime provisions;</li><li>Prohibiting employers from withholding tips from their employees;</li><li>Increasing the threshold when employers are required to notify employees, the minister and the union of a group termination from 10 employees to 25 employees;</li><li>Limiting when employers can request sick notes;</li><li>Providing the director of employment standards with the authority to order reinstatement and compensation for lost wages in cases of discriminatory action by an employer; and</li><li>Extending various leave provisions:<ul style="list-style-type: none"><li><b>Illness/Injury leave</b> increasing from 12 to 27 weeks in a 52-week period</li><li><b>Maternity Leave</b> for employees who experience a pregnancy loss increases from 13 to 20 weeks before the estimated due date</li><li><b>Bereavement Leave</b> expanding to include bereavement for pregnancy loss. The leave may now be taken within 6 months after a death of a member of the employee's family or loss of pregnancy, instead of within 1 week of a funeral.</li></ul></li><li><b>Interpersonal Violence and Sexual Violence Leave</b> increasing entitlement of up to 16 weeks in a 52-week period in addition to the existing 10-day leave.</li></ul>	<p>Ensure your program is updated to include the amendments under Bill 5, and that the changes are communicated to the workplace, including the increased leave provisions.</p> <p>A copy of the amended legislation will be available at <a href="http://publications.saskatchewan.ca/">publications.saskatchewan.ca/</a>.</p> <p>Employers need to make sure they are not asking for doctor's/sick notes for statutory illness or injury leave unless the employee has 2 or more occurrences of 2 consecutive absences or at least 1 occurrence of more than 5 consecutive working days in a 12-month period.</p> <p><i>If you are a full-service HR client of Dunk &amp; Associates, your program will be updated to reflect these amendments</i></p>
<p><b>WCB Premium Rates 2026</b></p> <p>The Saskatchewan WCB is cutting average 2026 workers' compensation premiums 6 cents to \$1.22 per \$100 of assessable payroll, among the lowest rates in Canada.</p>	<p>Click <a href="#">here</a> for more information on the premium rates.</p>

# LEGISLATION UPDATES

OVERVIEW OF MAJOR CHANGES	WHAT DOES THIS MEAN FOR EMPLOYERS?
<p><b>YUKON</b></p> <p><b>WSCB Assessment Rates 2026</b></p> <p>Assessment rates for 2026 will increase across rate groups with no industry reclassifications.</p> <p>These increases mark a return to the average assessment rate comparable to 2020-2024. WSCB ended above the target funded range in 2024, and continues to prioritize future rate stability while navigating the global economic landscape.</p>	<p>Click <a href="#">here</a> for full information on assessment rates and industry classification.</p>