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?
BRITISH COLUMBIA	
Employment Standards Complaint Process – In Force August 1, 2026 Changes to the Employment Standards Act and Temporary Foreign Worker Protection Act took effect August 1. The changes add more options for early resolution of complaints. Employers who appeal a determination must generally deposit amounts owed before the appeal moves ahead.	Review how your organization handles Employment Standards complaints and appeals. Keep clear payroll, scheduling and employment records so you can respond quickly if a complaint is filed. Source: B.C. Ministry of Labour
Respirator Face Seals – Effective November 6, 2026 WorkSafeBC approved changes to respirator face-seal rules. The amendments update requirements for workers who must wear a tight-fitting respirator.	Review your respiratory protection program before November 6. Check respirator selection, fit testing, worker instruction and any conditions that could affect the face seal. Source: WorkSafeBC
Periodic Certification of Equipment – Effective September 1, 2027 WorkSafeBC approved new periodic certification requirements for certain equipment under several parts of the OHS Regulation. The rules take effect September 1, 2027. Examples include elevating work platforms, mobile cranes, tower cranes, crane booms, concrete pumps and placing booms, and fire department aerial devices.	Identify equipment at your workplace that may be covered. Plan ahead for required inspections or certifications and keep records showing equipment is safe for use. Source: WorkSafeBC

BC Continued on next page

LEGISLATION UPDATES

OVERVIEW OF MAJOR CHANGES	WHAT DOES THIS MEAN FOR EMPLOYERS?
BRITISH COLUMBIA	
Amendments to Reservists' Leave – In Force August 6, 2026 Reservists can now take up to 24 months of leave within a 60-month period for military skills training, pre- or post-deployment activities, and deployments for Canadian Armed Forces operations. Previously, leave for military training was limited to 20 days per year. Eligible employees can take reservists' leave regardless of how long they have worked for the employer. Employees generally need to give at least four weeks' notice, unless they receive short-notice deployment orders.	Review and update your leave policies to reflect the expanded reservists' leave. Make sure managers know the new leave limits and notice requirements. Source: BC Gov News *If you are a Full-Service HR client with Dunk & Associates, your HR program will be updated with these requirements.*

OVERVIEW OF MAJOR CHANGES	WHAT DOES THIS MEAN FOR EMPLOYERS?
MANITOBA	
Temporary Foreign Worker Employer Registration – New Form August 19, 2026 Manitoba introduced a new Employer Registration application for employers that want to hire temporary foreign workers. The old form will stop being accepted September 16, 2026.	If you hire temporary foreign workers, start using the new Employer Registration form. Update any internal hiring checklists or saved forms. Source: Manitoba Employment Standards
Sick Note Limits – Effective October 1, 2026 Employers will have limits on when they can ask for a sick note for short-term illness or injury. A note may generally be required only after an absence of more than one week or after more than 10 scheduled workdays of illness or injury absence in the calendar year.	Update attendance and sick-leave procedures before October 1. Train managers on when a note can be requested, which health professionals can provide it and when the employer must reimburse the cost. Source: Manitoba Laws *If you are a Full-Service HR client with Dunk & Associates, your HR program has been updated with these requirements.*
Minimum Wage – Effective October 1, 2026 Manitoba's general minimum wage will increase from $16.00 to $16.40 per hour on October 1, 2026.	Review payroll rates and make any needed changes for the first pay period that includes October 1. Source: Manitoba Employment Standards

OVERVIEW OF MAJOR CHANGES	WHAT DOES THIS MEAN FOR EMPLOYERS?
NEW BRUNSWICK	
Minimum Wage and Overtime Review – Consultation Open New Brunswick opened a review of the minimum wage and overtime rate on August 11. The consultation closes October 9, 2026. No wage change has been announced through this review yet.	No payroll change is required at this time. Employers may provide feedback during the consultation and should watch for any later change to minimum wage or overtime rules. Source: Government of New Brunswick

LEGISLATION UPDATES

OVERVIEW OF MAJOR CHANGES	WHAT DOES THIS MEAN FOR EMPLOYERS?
NOVA SCOTIA	
Minimum Wage – Effective October 1, 2026 Nova Scotia's general minimum wage will increase from $16.75 to $17.00 per hour on October 1, 2026.	Review payroll rates and make any needed changes for the first pay period that includes October 1. Source: Nova Scotia Labour Standards Regulations

OVERVIEW OF MAJOR CHANGES	WHAT DOES THIS MEAN FOR EMPLOYERS?
ONTARIO	
Minimum Wage – Effective October 1, 2026 Ontario's general minimum wage will increase from $17.60 to $17.95 per hour on October 1, 2026.	Review payroll rates and make any needed changes for the first pay period that includes October 1. Source: Ontario Newsroom

OVERVIEW OF MAJOR CHANGES	WHAT DOES THIS MEAN FOR EMPLOYERS?
PRINCE EDWARD ISLAND	
Minimum Wage – Effective October 1, 2026 Prince Edward Island's minimum wage will increase from $17.00 to $17.30 per hour on October 1, 2026. A further increase to $17.60 is set for April 1, 2027.	Update payroll for October 1 and note the next increase for April 1, 2027. Source: Government of Prince Edward Island

OVERVIEW OF MAJOR CHANGES	WHAT DOES THIS MEAN FOR EMPLOYERS?
QUEBEC	
Workplace Health and Safety Regulation – Effective September 10, 2026 Quebec published OHS regulation changes on August 26 covering lighting, bioaerosols, disinfection and workplace conditions. The changes include updated lighting rules, respiratory protection for certain bioaerosol exposure, visible mould requirements and updated disinfection rules.	Review workplace lighting, cleaning and mould controls. Where respiratory protection is used, confirm the program, equipment, fit, training and procedures meet the updated requirements. Source: CNESST

OVERVIEW OF MAJOR CHANGES	WHAT DOES THIS MEAN FOR EMPLOYERS?
SASKATCHEWAN	
Minimum Wage – Effective October 1, 2026 Saskatchewan's minimum wage will increase from $15.35 to $15.70 per hour on October 1, 2026.	Review payroll rates and make any needed changes for the first pay period that includes October 1. Source: Government of Saskatchewan