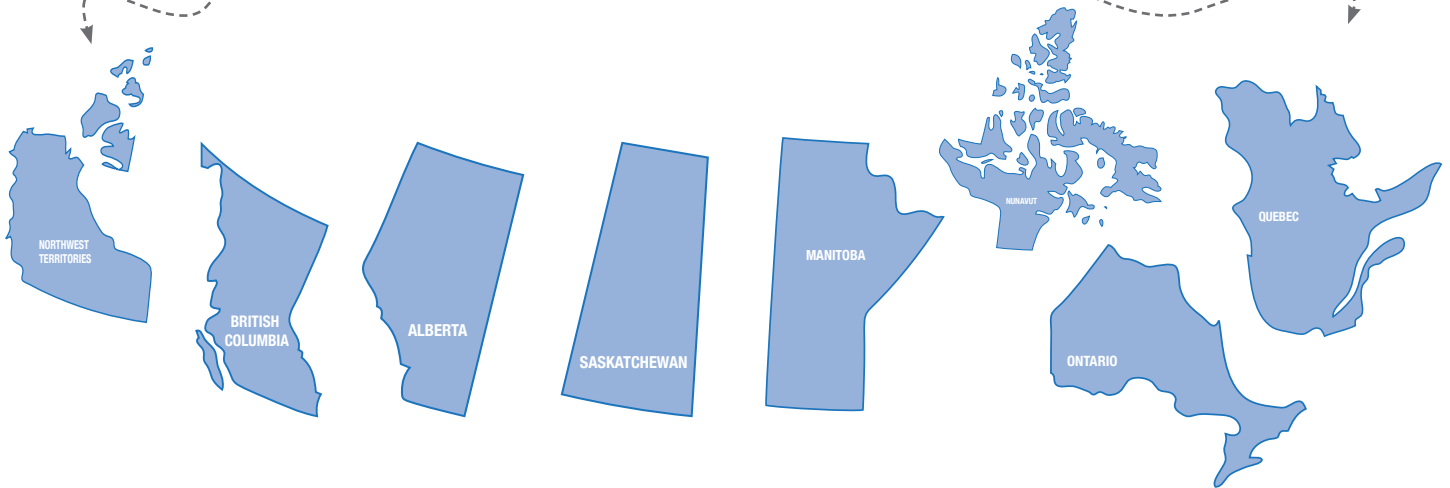


LEGISLATION UPDATES

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?
ALBERTA	
<p>Long-Term Illness and Injury Leave Amendment</p> <p>Effective January 1, 2026, employees can take up to 27 weeks of leave per calendar year. This is an increase from the previous entitlement of 16 weeks.</p>	<p>Ensure you are updating your company's policies on protected leaves of absence to include this increased entitlement.</p> <p>Eligible employees will be entitled to take Long-Term Illness and Injury Leave for medical reasons for up to 27 weeks per calendar year. This leave is unpaid.</p> <p><i>If you are a Full-Service Human Resources client with Dunk & Associates, your HR program has been updated to reflect these amendments.</i></p>

OVERVIEW OF MAJOR CHANGES	WHAT DOES THIS MEAN FOR EMPLOYERS?
BRITISH COLUMBIA	
<p>OHS Regulation Amendments for Parts 8 and 31 - Personal Protective Equipment: Respirators</p> <p><i>Amendments come into effect April 1, 2026.</i></p> <p>The amendment replaces references to two previous editions of CSA Standards with a reference to the 2018 edition CSA Standard CAN/CSA-Z94.4-18.</p>	<p>Ensure you are updating your company's policies on personal protective equipment to reflect the current CSA Standard, and that the equipment provided to employees complies with CAN/CSA-Z94.4-18.</p>

LEGISLATION UPDATES

OVERVIEW OF MAJOR CHANGES	WHAT DOES THIS MEAN FOR EMPLOYERS?
CLC (FEDERALLY REGULATED EMPLOYERS)	
<p>Inspection Blitz</p> <p>The Federal Government announced that it will conduct an inspection blitz in Hamilton and the GTA aimed at identifying and penalizing federally-regulated trucking companies that misclassify employees as “independent contractors.”</p> <p>Key factors to identify employment status include, but are not limited to:</p> <ul style="list-style-type: none"> • Control: the level of control the employer has over the worker’s activities, including the right to direct how work is performed. • Ownership of tools: whether the worker provides their own equipment and the extent of investment in those tools. • Chance of profit and risk of loss: whether the worker has financial investment in the business and faces genuine financial risk. • Integration: whether the work is performed as an integral part of the employer’s business or is merely accessory to it (examined from the worker’s perspective). 	<p>The blitz will focus on companies suspected of violating worker classification rules under the Canada Labour Code (Code). When misclassification is identified, the Labour Program, a federal institution that is part of Employment and Social Development Canada, will conduct full investigations and issue penalties for violations.</p> <p>Federally regulated trucking companies in Hamilton and the GTA should review their worker classification practices to ensure compliance with federal labour standards.</p>
<p>Annual Reports Due March 1st</p> <p>Employer’s Annual Hazardous Occurrence Report (EAHOR) – Due March 1st annually. In January each year, the Labour Program will send either electronically (if you have an email address on file with them) or a letter by mail to download copies of the pre-populated forms for your organization to complete. If this package is not received, a blank form is found on your Systems 247 site (can’t find it, call us at 1-866-754-8839 or email us at support@systems24-7.com).</p> <p>Workplace Health and Safety Committee Report – Due March 1st annually. The Workplace Health and Safety Committee report must be submitted to the Labour Program no later than March 1st. The report can be submitted by email or mail. Information for submitting is found here: https://www.canada.ca/en/employment-social-development/services/health-safety/workplace-safety/employer-annual-report/submit.html. A copy of the report form can be found on your Systems 24-7 site and also at this link: https://catalogue.serviccanada.gc.ca/content/EForms/en/Detail.html?Form=LAB1058</p>	<p>If you are a federally regulated employer, make sure you are completing and submitting these reports before the March 1, 2026 deadline.</p> <p>Information on how to complete the reports can be found at the links below:</p> <p>https://www.canada.ca/en/employment-social-development/services/health-safety/workplace-safety/employer-annual-report/complete.html</p> <p>https://www.canada.ca/en/employment-social-development/services/health-safety/workplace-safety/employer-annual-report/information.html#h2.3-h3.1/content/canadasite/en/employment-social-development/services/health-safety/workplace-safety/employer-annual-report/information.html</p>

CLC continued on the next page 

LEGISLATION UPDATES

OVERVIEW OF MAJOR CHANGES	WHAT DOES THIS MEAN FOR EMPLOYERS?
CLC (FEDERALLY REGULATED EMPLOYERS)	
<p>Employer Annual Harassment and Violence Occurrence Report – Due March 1st annually. The Employer Annual Harassment and Violence Occurrence report must be submitted to the Labour Program no later than March 1st. The report can be submitted by email or mail. Information for submitting is found here: https://www.canada.ca/en/employment-social-development/services/health-safety/workplace-safety/employer-annual-report/submit.html. A copy of the report form can be found on your Systems 24-7 site and also at this link: https://catalogue.servicecanada.gc.ca/content/EForms/en/Detail.html?Form=LAB1206</p>	

OVERVIEW OF MAJOR CHANGES	WHAT DOES THIS MEAN FOR EMPLOYERS?
MANITOBA	
<p>Workplace Safety and Health Regulation, Amendment – Asbestos</p> <p>The Manitoba government is introducing stricter rules to protect workers from asbestos, a known cancer-causing material and the leading cause of occupational death in the province. The new amendments clarify responsibilities, improve training standards, and strengthen enforcement efforts by:</p> <ul style="list-style-type: none"> • Ensuring anyone performing asbestos work has proper training and certification, • Requiring employers who do asbestos work to register so Manitobans can easily see who is qualified, • Setting clearer responsibilities for employers and building owners, and; • Giving safety officers the tools to verify asbestos work is being done safely. 	<p>A phased transition period will give workers, employers and training providers time to prepare for the new requirements. Most amendments take effect on the day the regulation is registered, with certification and employer registration requirements taking effect on June 1, 2027.</p> <p>More information about the regulations, training and certification requirements is available at https://web2.gov.mb.ca/laws/regs/annual/2025/108.php?lang=en</p>

LEGISLATION UPDATES

OVERVIEW OF MAJOR CHANGES	WHAT DOES THIS MEAN FOR EMPLOYERS?
NWT & NU	
<p>Personal Optional Coverage Renewal</p> <p>If you are a business owner, partner, registered director, or owner of a sole proprietorship, you can apply for Personal Optional Coverage. This means that you can have the same workers' compensation benefits as a worker and receive benefits in case of a workplace injury. You can apply for coverage from 1 to 12 months. If you currently have this coverage, you can reapply before January 1, 2026, to ensure continuous coverage.</p>	<p>To apply or renew your Personal Optional Coverage, complete and submit this form for the NWT to employer@wscc.nt.ca or for Nunavut to employernu@wscc.nu.ca.</p>
<p>Annual Payroll Reporting Submissions Open (Due February 28, 2026)</p> <p>Employers can submit their Annual Payroll Report (APR) as early as January 1, 2026. You will receive your APR package by mail in early December with submission instructions.</p> <p>Next year, the average provisional assessment rate will remain steady at \$2.40 per \$100 assessable payroll. While the average base rate remains unchanged, most employers will see their rates rise or fall, based on the claims experience of their industry group or 'subclass'. Employers can now conveniently access their individual assessment rate notification letter through their account on WSCC Connect. Group rates for all industries for the upcoming year and historical rates by Class & Subclass and by Specific Industry are also available.</p>	<p>When reporting, use the YMIR value for your reporting territory. Submitting an APR is mandatory, even if you are reporting zero (0) payroll or have ceased working in our jurisdiction(s). To avoid the late reporting penalty of 15% of your previous year's assessment, submit your APR on or before February 28, 2026. Submit your report through WSCC Connect.</p>

OVERVIEW OF MAJOR CHANGES	WHAT DOES THIS MEAN FOR EMPLOYERS?
ONTARIO	
<p>Reimbursement for Defibrillators</p> <p>As of January 1, 2026, construction projects expected to last three or more months with 20 or more workers must have an AED installed and maintained on-site.</p> <p>Ontario Regulation 360/25 establishes a reimbursement program for defibrillator costs under subsection 22.0.1(2) of OHS.A.</p>	<p>To qualify for reimbursement, the following criteria must be met:</p> <ol style="list-style-type: none"> 1. The defibrillator must have been purchased between July 1, 2025 and June 30, 2027. 2. An application for reimbursement must be submitted to the Workplace Safety and Insurance Board (WSIB) no later than July 31, 2027. 3. The application must include: <ul style="list-style-type: none"> • proof of purchase in a form specified by the WSIB; and • if applicable under section 27.1 of Ontario Regulation 213/91, a copy of the approved notification form filed under subsection 6(3) or the project number assigned by the Ministry.

LEGISLATION UPDATES

OVERVIEW OF MAJOR CHANGES	WHAT DOES THIS MEAN FOR EMPLOYERS?
QUEBEC	
<p>Act Respecting Occupational Health and Safety: REMINDER New Provisions in Force - Oct 1, 2025</p> <p>The Regulation on Workplace Prevention and Participation Mechanisms officially came into force on October 1, 2025. It establishes a detailed framework outlining employers' new responsibilities regarding occupational health and safety (OHS).</p> <p>This regulation includes the following chapters:</p> <ul style="list-style-type: none"> • Chapter II: Prevention Program and Action Plan <ul style="list-style-type: none"> • Workplaces with 20 or more workers, and those required by the Commission are required to have a Health & Safety Prevention Program. • Workplaces with fewer than 20 workers (or those not required by the Commission to have a full program) are required to develop and implement an action plan to reduce or eliminate risks. • Chapter III: Health and Safety Committee (for workplaces with 20 or more workers) • Chapter IV: Health and Safety Representative (for workplaces with 20 or more workers) 	<p>The following individuals must be included in the total number of workers at the establishment:</p> <p>Workers who are:</p> <ul style="list-style-type: none"> • Full-time • Part-time • Casual/occasional • Volunteers with an employment or apprenticeship contract • Agency workers or those whose services are leased or loaned • Temporarily assigned to the establishment • Performing work on the road or at another work location • Temporary foreign workers • Interns, students, or trainees with an employment or apprenticeship contract <p>The following individuals must be excluded from the total number of workers:</p> <p>Employer representatives, such as:</p> <ul style="list-style-type: none"> • Managers • Contractors • Superintendents • Supervisors <p>The CNESST has a tool to help determine the number of workers: https://servicesenligne.cnesst.gouv.qc.ca/prevention/mecanismes_prevention_participation/nombre-de-travailleurs</p>

OVERVIEW OF MAJOR CHANGES	WHAT DOES THIS MEAN FOR EMPLOYERS?
SASKATCHEWAN	
<p>Substituting another day for a public holiday</p> <p>Employers now have the ability to substitute another day for any public holiday (except for Remembrance Day) if agreed upon by the employer and the employee or a majority of employees, as the case may be. The substituted day must take place within four weeks of the public holiday. Prior to Bill 5, employers were required to apply to the Director of Employment Standards for a permit to observe a public holiday on another day.</p>	<p>Ensure you are updating your company's policy on Public Holidays to reflect this amendment.</p> <p><i>If you are a Full-Service Human Resources client with Dunk & Associates, your HR program has been updated to reflect this amendment.</i></p>