

DUNK & ASSOCIATES / SYSTEMS 24-7 NEWS 24-7

Building Skills: Everyday Skills for Impactful Work

Technology Updates: Event Scheduler Update:
Confirm Registrations Earlier!

Fire Safety: Don't Let Sparks Fly—
Put Out Fires the Smart Way!

Important Dates:
Easter, National
Day of Mourning

HSEp
Feature
Article:
Get Yourself
a Back-Up!

Feature Article:
Supervisors Set the Tone
for Workplace Safety



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UPDATES



SAFETY
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Click on icons above to jump ahead to sections



Workplaces run best when everyone has the skills to communicate effectively, make sound decisions, and respond constructively to challenges.

Everyday Skills for Impactful Work

Each session features relatable workplace scenarios, interactive discussions, and applied skill building activities that encourage skill development and immediate application!



Say It Better: Communication Skills That Prevent Conflict and Build Trust

April 7, 2026 | 1:00-3:00pm EST

Bouncing Back at Work: Adapting When Outcomes Aren't What You Expected

May 13, 2026 | 1:00-3:00pm EST

From Gut Reactions to Smart Decisions: Critical Thinking at Work

Sept 30, 2026 | 1:00-3:00pm EST

Breaking the Cycle: Turn Hindsight into Foresight - You Want to See it Before it Happens

Nov 10, 2026 | 1:00-3:00pm EST

Individual Webinars

- Private Professional Service Clients only: \$50 per person
- Regular Price: \$60 per person

Bundle of all 4 webinars

- Private Professional Service Clients only: \$175 per person
- Regular Price: \$215 per person

FOR MORE INFORMATION

WWW.SYSTEMS24-7.COM/WEBINARS/SKILLBUILDING

Practical, interactive sessions with tools that you can use immediately to improve communication, decision-making, and outcomes at work.

Workplaces run best when everyone — regardless of role — has the skills to communicate effectively, make sound decisions, and respond constructively to challenges.

Whether you're new to the workplace, sharpening your soft skills, preparing for a mentorship role, or simply ready to level up, this four-part webinar series is designed for everyone. Each session features relatable workplace scenarios, interactive discussions, and applied skill-building activities that encourage skill development and immediate application. Participants will leave with practical tools they can use every day to improve safety, collaboration, relationships, and outcomes.

BENEFITS OF REGISTERING:

- Reduce workplace incidents and mistakes through better communication and decision-making
- Strengthen engagement and accountability across all roles
- Improve problem-solving and adaptability during change

Webinars will be held online through Adobe Connect. An invitation to join the webinar will be sent a few days before the webinar from Adobe Connect and will include a personalized calendar invitation. We will also email instructions a few days in advance.

WEBINAR 1 : Say It Better: Communication Skills That Prevent Conflict and Build Trust

April 7, 2026 | 1:00-3:00pm EST

Learn how to communicate with clarity, understand your own emotions and the emotions of others, and respond thoughtfully in everyday workplace interactions. Build stronger collaboration, reduce misunderstandings, and prevent small issues from escalating into costly problems.

Skill focus: *effective communication and emotional intelligence*

WEBINAR 2: Bouncing Back at Work: Adapting When Outcomes Aren't What You Expected

May 13, 2026 | 1:00-3:00pm EST

Change and setbacks are inevitable. This session teaches employees how to recover quickly, adapt to shifting priorities, and maintain focus under pressure. Stronger resilience means fewer mistakes, more consistent performance, and a workforce that thrives through uncertainty.

Skill focus: *adaptability and resilience*

WEBINAR 3: From Gut Reactions to Smart Decisions: Critical Thinking at Work

September 30, 2026 | 1:00-3:00pm EST

Equip employees with the tools to break down complex situations, weigh options, and make better decisions—faster. Learn to approach challenges strategically, reduce errors, and contribute to outcomes that benefit both team and organization.

Skill focus: *problem solving and critical thinking*

WEBINAR 4: Breaking the Cycle: Turn Hindsight into Foresight - You Want to See it Before it Happens

November 10, 2026 | 1:00-3:00pm EST

This session teaches employees to analyze past actions, recognize patterns, and make realistic improvements. When teams learn from experience instead of repeating mistakes, productivity, safety, and workplace culture all improve.

Skill focus: *reflective thinking and pattern recognition*

[Download Registration Form Here](#)



Say It Better: Communication Skills That Prevent Conflict and Build Trust

April 7, 2026 | 1:00 pm - 3:00 pm EST

Learn how to communicate with clarity, understand your own emotions and the emotions of others, and respond thoughtfully in everyday workplace interactions. Build stronger collaboration, reduce misunderstandings, and prevent small issues from escalating into costly problems.

Skills we'll develop: effective communication and emotional intelligence



[Download Registration Form Here](#)

For more information visit:
www.systems24-7.com/webinars/skillbuilding

IMPORTANT DATES

Easter - Office Closure

April 3rd - 6th

As a reminder Dunk & Associates/Systems 24-7 will be closed on both Friday, April 3rd and Monday, April 6th for the Easter weekend. We wish everyone a safe and happy Easter.

[Click here for a complimentary Easter resource](#)



The National Day of Mourning

April 28th

The National Day of Mourning, observed on April 28th, is not only a day to remember and honour those lives lost or injured due to a workplace tragedy, but also a day to collectively renew our commitment to improve health and safety in the workplace and prevent further injuries, illnesses, and deaths.

Whether employees are currently working remotely or onsite, we encourage organizations, communities, and individuals to hold or support an event, or to simply observe a moment of silence at 11:00 am on April 28. Consider sharing or playing CCOHS' moment of silence video in your workplace to honour those who have died, or suffered injury or illness due to a work-related tragedy.

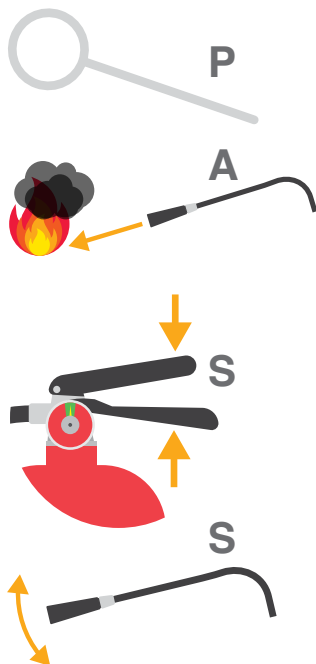
<https://www.youtube.com/watch?v=FTC-jFSVbtg>
<https://www.ccohs.ca/events/mourning/>



FIRE SAFETY

ARTICLE

Don't Let Sparks Fly—Put Out Fires the Smart Way!



A small spark can trigger a devastating, out of control blaze within minutes. Knowing how to respond quickly and safely can prevent disaster. April is the perfect time to learn the right way to put out small fires—without putting yourself at risk.

PASS Technique for Fire Extinguishers

P - Pull the pin

A - Aim at the base of the fire

S - Squeeze the handle

S - Sweep side to side

A small flame can double in size every 30 seconds. Acting fast—but smart—can save your home and your life.

Kitchen Fires (Grease or Oil): Do **NOT** use water—it spreads the fire. Turn off the heat and cover the pan with a metal lid or baking sheet. Use baking soda (not flour) to smother flames. Keep a Class K fire extinguisher nearby.

Electrical Fires: Unplug the device if safe to do so or shut off the breaker. Never use water. Use a CO2 or Class BC Fire extinguisher. If the fire grows, evacuate and call 911.

Fabric or Paper Fires: Smother with a heavy fire blanket or if you do not have an ABC Fire extinguisher available, use a water hose if safe to do so.

What **NOT** to Do:

Never throw water on grease or electrical fires

Don't try to fight a fire that's spreading

Get out and call 911

Avoid using flour or sugar, they can ignite explosively.

What You Can Do This Month

- Keep a multi-purpose (ABC) fire extinguisher in your kitchen and garage.
- Review extinguisher instructions with your family.
- Practice PASS technique: Pull, Aim, Squeeze, Sweep.
- Make sure everyone knows when to evacuate instead of fight.

Small fires need smart responses. Share these tips and make April your fire safety month!

TECHNOLOGY UPDATES

UPDATES

Event Scheduler Update: Confirm Registrations Earlier!

A new enhancement to the event scheduler has been released. Facilitators can now confirm attendee registrations as soon as an event begins, instead of waiting until an event is finished.

To make the most of this feature and avoid sending unnecessary no-show emails, we recommend confirming registrations during a break when all participants are present. This ensures your attendance records are accurate and keeps communication streamlined.

Have any questions? Email us at support@systems24-7.com.

Administer Events

[Back to Event Scheduler](#)

Would you like to apply filters to narrow your search?

Yes No

Location:

Delivery Type:

Event Name:






From Date:

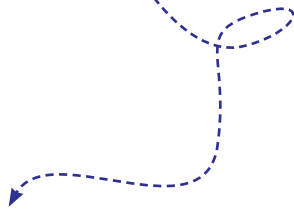
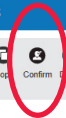
To Date:

Status:

[New Search](#)

[Search](#)

Status	Subtitle	Delivery Type	Event Name	Event Date	Event Time	Time Zone	Location	Participants	Waitlist	Options
Waiting Confirmation	Monthly Workplace Inspection	Safety Events	Workplace Inspections	November 8, 2024	8:15am - 8:30am	Eastern Standard Time	Ontario : Location #1	5/Unlimited		    



Confirm Attendance

Monthly Workplace Inspection

November 08, 2024 8:15:00 AM - November 08, 2024 8:30:00 AM
Delivery Type & Event Type: Safety Events: Workplace Inspections
Event Location: Ontario : Location #1
Description: Monthly inspection of the workplace to identify and assess hazards.
Number of Spaces Available: Unlimited
Number of Spaces Left Available: Unlimited
Number of Wait List Spots Available: 0
Registration/Cancellation Close Date: November 8, 2024

5 Participants(s)

[Add Participant](#) [Print Sign-In Sheet](#) [Export List](#)

First Name	Last Name	Username	Employee Number	Location	Department	Attended	Absent	Reason for Absence	Score (%)	Pass	Certificate
John	Smith J	Smith123		Location #1	Service Desk	<input type="checkbox"/>	<input type="checkbox"/>		0	<input type="checkbox"/>	<input type="checkbox"/>

Compliance Packages Posted

For those clients using our Safety Professional Services, your compliance packages are posted. Log on to **Systems 24-7** and select the Compliance Package feature to view your instructions.

All assignments must be completed to keep your program in compliance.

SAFETY UPDATES

FEATURED ARTICLE

Supervisors Set the Tone for Workplace Safety

Supervisors play an influential role in workplace health and safety. While policies and procedures are important, it is the daily actions of supervisors that truly shape how safety is viewed and practiced on the job. Who is a supervisor? Anyone who supervises the work of another, even if they are not directly managing!

Workers pay close attention to what their supervisors do. If a supervisor consistently follows safety procedures, wears required personal protective equipment (PPE), and addresses hazards promptly, workers are more likely to do the same. On the other hand, if supervisors ignore safety rules or cut corners when work gets busy, workers will often follow that example.

Leadership in safety is not just about enforcing rules. It is about demonstrating the importance of safety through everyday decisions and behaviour.

Consider a few simple but telling examples:

- Does the supervisor wear the required PPE when entering the work area?
- When the yard gets busy, do they still put on high-visibility clothing?
- Can they clearly explain where PPE is stored and how it is maintained?
- Do they know what to do if a worker refuses unsafe work?
- Do they encourage reporting of minor incidents and near misses?

A competent supervisor should be able to confidently answer questions and guide workers through the correct process when issues arise. Want more information on selecting competent supervisors? See our cheat sheet above!

One of the challenges many organizations face is how supervisors are selected. In many workplaces, employees are promoted to supervisory roles because of their experience or technical skills. While these are valuable qualities, being a supervisor also requires leadership skills and a strong understanding of workplace health and safety responsibilities. Did you know that supervisors can receive fines and jail time for being negligent in their duties? This is serious business!

This is why training is so important. In some jurisdictions, such as Ontario, employers are required to ensure supervisors complete training that helps them understand their health and safety duties and legal responsibilities. However, a single training course is rarely enough to build long-term competency.

Organizations that are successful in building strong supervisors usually take a more continuous approach. Some practical strategies include:

- Regular refresher training to reinforce roles, responsibilities, and legal requirements.
- Mentoring programs, where experienced supervisors support newly appointed ones.
- Safety leadership discussions during supervisor meetings to review incidents, lessons learned, and expectations.
- Encouraging supervisors to actively participate in inspections, incident investigations, and Joint Health and Safety Committee activities.

Ultimately, supervisors set the tone for the workplace. Their decisions, actions, and attitudes influence how workers perceive safety every day. When supervisors lead by example and demonstrate that safety is a priority, it becomes part of the culture of the organization.

Investing in supervisor training and development is therefore one of the most effective ways an organization can strengthen its overall health and safety performance. If you are looking for some skill-building opportunities for 2026, why not join our webinar series? Find more information here: <https://www.systems24-7.com/webinars/skillbuilding>



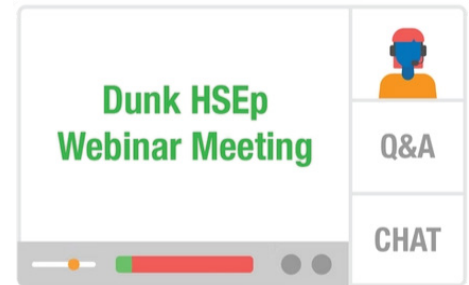
Click image to enlarge

EXCELLENCE UPDATES

REMINDER

All Guidance & Instruction Webinars are Mandatory in 2026

Just a friendly reminder that all Guidance & Instruction webinars are mandatory for all of our HSEp Members. Attendance is taken for each webinar, if you're not attending, you can view recordings on the Dashboard of the Dunk Portal. The link to register for this and future webinars is on your portal dashboard.



Attending these webinars will provide you with updates to the program and legislation in Ontario. If not attended, you could possibly receive an incomplete in the program as you did not follow the program requirements. This would also result in more work as your evidence submissions will be sent back by Dunk for you to redo until the program requirements are met.

Below is a link to all upcoming webinars. **ATTENDANCE IS A MUST FOR YOU TO BE SUCCESSFUL IN THIS PROGRAM.**

Don't forget to send us an email to let us know you watched the recording to excellence@systems24-7.com so we can add your attendance to the list.

2026 HSEp WEBINARS

Guidance & Instruction
May 12, 2026 | 9:00 - 10:30 pm EDT

Guidance & Instruction
September 15, 2026 | 9:00 - 10:30 pm EST

HSEp Program Orientation
December 15, 2026 | 9:00 am - 12:00 pm EST

[Click Here for the 2026 HSEp Webinar Schedule](#)

Click here to Register

LAST RECORDED WEBINAR

Guidance & Instruction
February 10, 2026 | 9:00 - 10:30 am EST

Health and Safety
Excellence program
Approved provider



2026

FEATURED ARTICLE

Get Yourself a Back-Up!

It can be hard to predict when an employee will leave an organization. As the employee leaves, so too does their knowledge of any HSEp program efforts. We've noticed an increase in the number of our main HSEp contacts who have left their organizations during the program's implementation. Having a backup who knows where the main contact left off is vital to the success of the program.

If you do not have an HSEp backup who is aware of your program status and where all your documents are stored, we strongly recommend you get one. The last thing you want is to be caught unprepared. You've paid for the program, and it would be a shame to defer your topics and lose the whole year because you don't know where to start to get back on track.

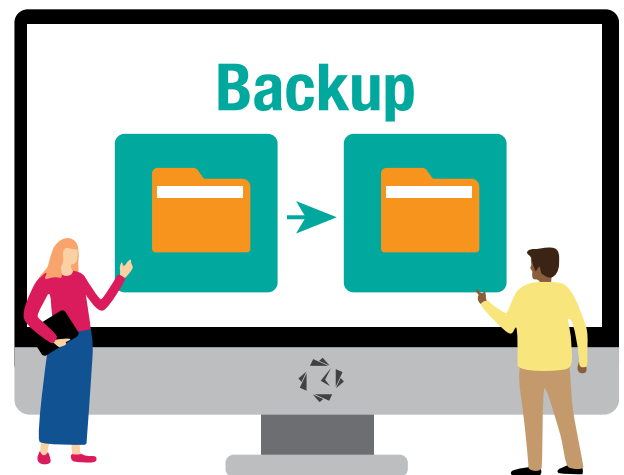
Of course, Dunk will do everything we can to assist you and help you get back on track. However, there are a few things we cannot control, such as the time remaining in your approved action plan, where your supporting documents are stored, and the finer details of your topic implementation. The success of your program hinges on all of these.

Consider having at least one additional backup person for your program. This person can also help you create HSEp content, follow up with your employees to complete training, gather evidence, assist with the evaluation step, and take over seamlessly if your main contact leaves.

If your main contact does leave, it is important to:

- Recap where they left off in the program and where resources are stored before they leave.
- Hand off the program to the backup.
- Notify Dunk of the change so we can add access to our portals, add them to our distribution lists, and get things back on track if possible.
- Discuss with Dunk how this will impact your HSEp.

Being prepared is crucial to the success of your program, and your ability to achieve rebates depends on it!



UPCOMING WEBINARS

Registration is **FREE** for all our monthly webinars.
Seats are limited, register today!

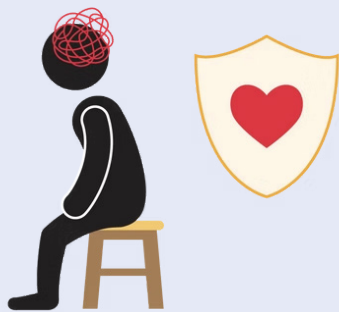
Guidance for Safety Reps/Committees

April 15, 2026 | 1:00 - 2:00 pm EDT

Does your Safety Rep/Committee operate effectively? Are they handling things outside of their scope? Are your meetings routine or have they gone stale? Join us as we provide guidance on how to maximize the impact of your Safety Rep/Committee in the workplace. We will tackle issues such as what constitutes a safety issue and what to do when an issue falls beyond their scope, as well as discussing what needs to be covered monthly and on an annual basis. In addition, we'll also talk about when and how to fill the role when someone steps down and how to get others involved.



REGISTER



REGISTER

Psychological Safety

May 20, 2026 | 1:00 - 2:00 pm EDT

Psychological Safety is becoming more recognized as a hazard and not just something that we all have to deal with as part of the workplace culture. Knowing and addressing the psychosocial factors that affect our employees is a great first step in fostering a mentally healthy workplace. Join us as we explore the different factors, how to assess and control these hazards in our workplace, and touch on the new legislative requirements for provinces that have introduced psychological safety.

Professionalism and Ethical-Decision Making

June 17, 2026 | 1:00 - 2:00 pm EDT

Strong workplaces are built on trust, respect, and integrity. Join us as we look at the impact of professionalism and ethical decision-making on our workplace culture. We will explore the seven principles of ethical decision-making and how to apply them in everyday workplace situations.



REGISTER

CLICK HERE FOR THE 2026 WEBINAR SCHEDULE

WELLNESS UPDATES

2026 WELLNESS CALENDAR

Building wellness into your daily activities can take some time. Learning new habits takes work! Each year Dunk & Associates publishes a wellness calendar full of activities, daily tips, and monthly mottos. Each month is different from the next and includes fun challenges to help with work wellness and work-life balance.

2026 FULL COLOUR & INTERACTIVE
Download

2026 BLACK & WHITE
(Printer friendly)
Download

YOUR OTHER COMPLIMENTARY RESOURCES THIS MONTH



Click on each image to expand and download

Don't Drive Impaired
Fast facts about driving under the influence (DUI)

- 50% of all traffic fatalities are caused by impaired drivers.
- Over 1 in 3 people who drink alcohol will be involved in a crash at some point in their lives.
- 148 people die and 72,029 are injured every year from alcohol-impaired driving.
- 3,098 people are arrested every year for driving under the influence.
- 4 states have the highest rates of alcohol-impaired driving fatalities.

Don't drive under the influence.

Don't Drive Impaired

CHANGING TIRES

HOW TO SAFELY CHANGE A TIRE

- Always inspect the tire and check the tire for pressure on the side walk.
- Use the jack in good condition, deflate the tire prior to removing it from the vehicle.
- Change the tire on a flat or low tire.
- Check all nuts, rim pattern and components for damage, defects, rust and corrosion.
- Inspect the tread of the tire for loose or missing tread.
- After changing the tire, check the tire pressure.
- After you have changed the tire, check the tire pressure.
- Do not attempt to seal into place by inserting a sealant when the tire is partially deflated.
- Do not overinflate a tire.
- Do not overheat the tire.
- Do not overinflate a tire.

SIGNS OF A DAMAGED TIRE

- Cracks or abrasions
- Discoloration
- Broken cords
- Change in tread of tire
- Change in tire pressure
- Change in the rim of the tire
- Flat or bulging inside the tire
- Flat or bulging outside the tire
- Fluorescing caused by a sharp object
- Under-inflated tire

Changing Tires

WHEN SHOULD I START SUSPECTING THAT INDOOR AIR QUALITY (IAQ) MAY BE A PROBLEM?

When you experience any of the following symptoms, you may have a problem with your indoor air quality:

- Headaches
- Nausea
- Stomach pain
- Excessive coughing and sneezing
- Excessive fatigue
- Excessive dizziness
- Excessive irritation of the eyes, nose, or throat
- Excessive irritation of the skin
- Excessive irritation of the lungs
- Excessive irritation of the heart
- Excessive irritation of the kidneys
- Excessive irritation of the liver
- Excessive irritation of the pancreas
- Excessive irritation of the spleen
- Excessive irritation of the stomach
- Excessive irritation of the intestines
- Excessive irritation of the bladder
- Excessive irritation of the prostate
- Excessive irritation of the uterus
- Excessive irritation of the ovaries
- Excessive irritation of the fallopian tubes
- Excessive irritation of the vagina
- Excessive irritation of the cervix
- Excessive irritation of the uterus
- Excessive irritation of the ovaries
- Excessive irritation of the fallopian tubes
- Excessive irritation of the vagina
- Excessive irritation of the cervix

How should I investigate?

Indoor Air Quality (IAQ)

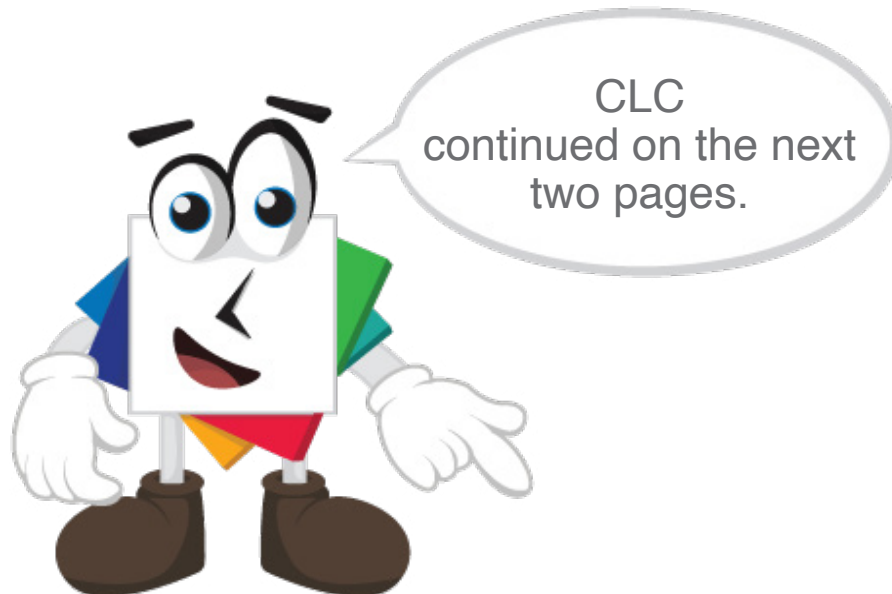
LEGISLATION UPDATES

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?
<p>CLC</p> <p>Minimum Wage to Increase April 1, 2026</p> <p>The general minimum wage increases from \$17.75 to \$18.10 per hour, effective April 1st.</p>	<p>Review your payroll and make any necessary adjustments effective as of April 1, 2026.</p>



LEGISLATION UPDATES

OVERVIEW OF MAJOR CHANGES	WHAT DOES THIS MEAN FOR EMPLOYERS?
<p data-bbox="126 317 178 348">CLC</p> <p data-bbox="126 384 922 445">Amendments to regulations under Part II of the Canada Labour Code (Code)</p> <p data-bbox="126 478 902 634">As of February 2026, several amendments to Regulations made under the Canada Labour Code (Code) Part II will be published and will come into effect in February 2027. These changes aim to modernize protective measures to better manage emerging workplace risks.</p> <p data-bbox="126 667 440 699">Key Revised Obligations</p> <p data-bbox="126 722 529 753">Hazardous substances register: Employers must maintain an updated list of hazardous substances present in the workplace, including substances brought in or used by contractors.</p> <p data-bbox="126 869 483 900">Air contaminant monitoring: When measuring airborne chemical agents or asbestos fibres, sampling must be conducted in the breathing zone of workers who are most likely to experience the highest exposure levels. Updated sampling methods must also be used.</p> <p data-bbox="126 1050 521 1081">Minimizing chemical exposure: If no exposure limits exist in ACGIH guidelines, employers must still keep airborne chemical concentrations as low as reasonably achievable, with some exceptions such as grain or flour dust and asbestos fibres.</p> <p data-bbox="126 1230 469 1262">Engineered nanomaterials: Workplaces using engineered nanomaterials must follow the CSA Z12885 standard to manage exposure risks and implement appropriate protection and prevention measures.</p> <p data-bbox="126 1377 526 1409">Extreme temperature exposure: Employers must control worker exposure to extreme heat or cold once specified thresholds are reached, in consultation with workplace health and safety committees or representatives. Related incidents must also be documented.</p> <p data-bbox="126 1558 297 1589">Radon limits: The allowable radon exposure level for most workplaces will be reduced to 200 Bq/m³.</p> <p data-bbox="126 1675 386 1707">Ultraviolet radiation: Exposure to artificial UV radiation must remain within the limits established by ACGIH standards.</p> <p data-bbox="126 1793 342 1824">Control banding: A structured risk-management approach may be used to assess and control exposure to hazardous substances when no official exposure limits exist, helping determine appropriate protective measures.</p>	<p data-bbox="971 384 1487 445">These changes will come into effect in February 2027. More information will follow.</p> <p data-bbox="971 478 1495 602">For more information or questions regarding the upcoming regulatory changes, please contact the Labour Program at 1-800-641-4049.</p> <p data-bbox="971 636 1455 760"><i>If you are a Full-Service Health & Safety client with Dunk & Associates, your H&S program will be updated with these requirements by February 2027.</i></p>

LEGISLATION UPDATES

OVERVIEW OF MAJOR CHANGES	WHAT DOES THIS MEAN FOR EMPLOYERS?
ALBERTA	
<p>WCB Policy Review: Funding Policy – Open for Feedback</p> <p>WCB is seeking public input on their funding policy to ensure they appropriately balance the needs of Albertans with sustainability of the system.</p>	<p>To review the draft policy and provide feedback, please see WCB What's New In Policy.</p> <p>Consultation is open until June 1, 2026.</p>

OVERVIEW OF MAJOR CHANGES	WHAT DOES THIS MEAN FOR EMPLOYERS?
BRITISH COLUMBIA	
<p>Minimum Wage to Increase June 1, 2026</p> <p>The general minimum wage increases from \$17.85 to \$18.25 per hour, effective June 1, 2026.</p>	<p>Review your payroll and make any necessary adjustments effective as of June 1, 2026.</p>
<p>Crane Operator Certification</p> <p>In B.C., crane operators must have a certificate that's acceptable to WorkSafeBC in order to operate cranes in any of the three general crane categories (boom trucks, mobiles, and tower cranes).</p>	<p>If you have employees who operate cranes, they must be certified through the BC Association for Crane Safety.</p> <p>Certificates issued in B.C. by previous regulatory bodies are recognized, so no further testing or assessment is required. However, operators must still register with BC Crane Safety and have their certificates verified.</p> <p>Ensure that any crane operators are properly trained and have a valid certificate.</p> <p>Visit WorkSafeBC to learn more about the certification requirements.</p>

OVERVIEW OF MAJOR CHANGES	WHAT DOES THIS MEAN FOR EMPLOYERS?
NEW BRUNSWICK	
<p>Minimum Wage to Increase April 1, 2026</p> <p>The general minimum wage increases from \$15.65 to \$15.90 per hour, effective April 1st.</p>	<p>Review your payroll and make any necessary adjustments effective as of April 1, 2026.</p>

OVERVIEW OF MAJOR CHANGES	WHAT DOES THIS MEAN FOR EMPLOYERS?
NEWFOUNDLAND	
<p>Minimum Wage to Increase April 1, 2026</p> <p>The general minimum wage increases from \$16.00 to \$16.35 per hour, effective April 1st.</p>	<p>Review your payroll and make any necessary adjustments effective as of April 1, 2026.</p>

LEGISLATION UPDATES

OVERVIEW OF MAJOR CHANGES	WHAT DOES THIS MEAN FOR EMPLOYERS?
NOVA SCOTIA	
<p>Minimum Wage to Increase April 1, 2026</p> <p>The general minimum wage increases from \$16.50 to \$16.75 per hour, effective April 1st.</p>	<p>Review your payroll and make any necessary adjustments effective as of April 1, 2026.</p>

OVERVIEW OF MAJOR CHANGES	WHAT DOES THIS MEAN FOR EMPLOYERS?
ONTARIO	
<p>Ontario Launches Canada’s First Occupational Exposure Registry to Protect Workers</p> <p>Ontario has launched Canada’s first Occupational Exposure Registry (OER), a new digital portal designed to help workers track workplace exposures, support the prevention of occupational illnesses, and contribute to a healthier workforce.</p> <p>The registry was introduced through Ontario’s <i>Working for Workers Act, 2023</i> as part of the province’s broader efforts to strengthen workplace health and safety. The OER reflects Ontario’s commitment to transparency and gives workers the ability to maintain their own record of workplace exposures throughout their careers.</p> <p>Occupational illnesses are often underreported or difficult to diagnose due to long latency periods between exposure and the onset of symptoms. By giving workers the tools to track their own exposures over the course of their careers, the registry can also support medical assessments if symptoms arise years later.</p>	<p>Participation in the registry is voluntary. The OER is not intended to serve as a complaint or enforcement tool. Information entered by workers is not actively monitored, and no follow-up action is taken based solely on exposures recorded in the system.</p> <p>Employers are reminded that they remain responsible for ensuring that worker exposure to designated substances does not exceed established Occupational Exposure Limits (OELs). OELs specify the maximum concentration of a substance a worker may be exposed to over a defined period of time.</p> <p>In Ontario, these limits are set out in the following regulations:</p> <ul style="list-style-type: none"> • Control of Exposure to Biological or Chemical Agents (Reg. 833) • Designated Substances (O. Reg. 490/09)

OVERVIEW OF MAJOR CHANGES	WHAT DOES THIS MEAN FOR EMPLOYERS?
PEI	
<p>Minimum Wage to Increase April 1, 2026</p> <p>The general minimum wage increases from \$16.50 to \$17.00 per hour, effective April 1st.</p>	<p>Review your payroll and make any necessary adjustments effective as of April 1, 2026.</p>

LEGISLATION UPDATES

OVERVIEW OF MAJOR CHANGES	WHAT DOES THIS MEAN FOR EMPLOYERS?
QUEBEC	
<p>Regulatory Update: OHS Committee and Health & Safety Representative Training Deadlines</p> <p>The Government of Quebec has adopted Order in Council 164-2026, which amends the Regulation respecting prevention and participation mechanisms in institutions under the Act respecting occupational health and safety.</p> <p>This amendment does not change the mandatory training requirements for Occupational Health and Safety (OHS) Committee members or Health and Safety Representatives (HSS). Instead, it extends the implementation deadlines by six months to allow workplaces additional time to comply.</p> <p>These deadlines apply to OHS committee members and Health and Safety Representatives who are designated before the applicable deadline.</p> <p>Individuals designated after these dates must complete training according to the standard requirements after appointment.</p>	<p>New Deadlines for Compliance:</p> <ul style="list-style-type: none"> • Level 4 establishments: training deadline moved April 2026 -> October 2026 • Level 3 establishments: moved Oct 1, 2026 -> Apr 1, 2027 • Level 2 establishments: moved April 2027 -> October 2027 • Level 1 establishments: moved Oct 1, 2027 -> Apr 1, 2028 <p>Be sure to verify the classification level of your establishment from Schedule I of the regulation.</p> <p>Employers should ensure that individuals serving in these roles complete the required training before the deadline applicable to their establishment.</p>
<p>Professional Qualifications of Contractors and Owner Builders – Open for Comments</p> <p>Two draft regulations were published on February 25th, 2026 proposing changes to how contractors and owner-builders are regulated under the Building Act (Loi sur le bâtiment). These are open for public comment for 45 days.</p> <p>Draft Regulation 1 – Amendments to Construction Work Authorization</p> <p>Proposed amendment is to limit the scope of certain licensed work by contractors. It clarifies and narrows what contractors in specific mechanical trades can do unless properly licensed, and aligns regulatory standards.</p> <p>Draft Regulation 2 – Security (Financial Protection) Requirements</p> <p>The draft strengthens financial protections for clients and future owners in construction contracts, and aligns regulatory definitions and security coverage.</p>	<p>The regulation to amend the Regulation respecting the professional qualification of contractors and owner-builders.</p> <p>The draft regulations can be reviewed here:</p> <p>Draft Regulation 1: Building Act (chapter B-1.1, s. 185, pars. 16, 17, 18 and 38, and s. 192, 1st par.).</p> <p>Draft Regulation 2: Building Act (chapter B-1.1, s. 185, pars. 19.7 and 38, and s. 192, 1st par.).</p> <p>Any person wishing to comment on the draft Regulation is requested to submit written comments within the 45-day period to Caroline Hardy, secretary general and director, Affaires institutionnelles, Régie du bâtiment du Québec, 800, place D’Youville, 16e étage, Québec (Québec) G1R 5S3; email: projet.reglement.commentaires@rbq.gouv.qc.ca.</p>

LEGISLATION UPDATES

OVERVIEW OF MAJOR CHANGES	WHAT DOES THIS MEAN FOR EMPLOYERS?
YUKON	
<p>Minimum Wage to Increase April 1, 2026</p> <p>The general minimum wage increases from \$17.94 to \$18.51 per hour, effective April 1st.</p>	<p>Review your payroll and make any necessary adjustments effective as of April 1, 2026.</p>

**THANKS FOR READING.
SEE YOU NEXT MONTH!**

