

Overview of Important Recent Legislation Updates

October 2022

Federal (CLC)

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>Part 3 CLC changes coming into effect starting Dec 1, 2022 (when bill C-3 comes into force) these include:</p> <ul style="list-style-type: none">• Employees are now entitled to a maximum of 10 paid sick days (sick leave) each calendar year. Unused sick days carry over to the next calendar year and count towards that year's maximum of ten days.• This new "sick leave" is separate from "personal leave". Personal leave can be taken for family responsibilities, urgent matters concerning the employees or their families, or for attending citizenship ceremonies. Personal leave continues to be 5 days per year, 3 of which are paid if the employee has worked for the month or more.• Employers may request a medical note for medical leaves with pay that are 5 consecutive days or longer.• Changes have been made to bereavement leave: if a child of an employee or a child of the employee's spouse or common-law partner passes away, the employee will be entitled to eight (8) weeks of bereavement leave. If an employee experiences a stillbirth of a child to whom they would have been a parent under the definition in the Canada Labour Code, then the employer must grant a bereavement leave of eight (8) weeks to the employee.	<p>Ensure that you are accruing sick time for your employees starting Dec 1, 2022. Sick time is accrued as follows:</p> <ul style="list-style-type: none">• 30 days after the changes become effective, employees will earn 3 days of paid sick leave.• New employees will earn 3 days of paid sick leave after completing 30 days of continuous employment.• After the initial entitlement listed above, employees will also earn 1 paid sick day after every month of employment. <p>Ensure that your Bereavement Policy is updated to account for the extension of leave in the cases of child death or stillbirth.</p>

Manitoba

Overview of Major Changes	What does this mean for Employers?
<p>Minimum Wage Increases</p> <ul style="list-style-type: none">• On October 1, 2022, the minimum wage will increase from \$11.95 to \$13.50 per hour.	<p>You will need to account for this in your annual budget and adjust for any employees currently making minimum wage.</p>

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Northwest Territories

Overview of Major Changes	What does this mean for Employers?
<p>New formula to calculate and adjust NWT Minimum Wage.</p> <p>Beginning September 1, 2023, the minimum wage will be adjusted annually using a formula based on the percentage change in the Consumer Price Index (CPI) for Yellowknife and the percentage change in the average hourly wage (AHW) in the Northwest Territories (NWT) for the preceding calendar year.</p> <p>As such, beginning in 2023, the minimum wage in the NWT will be adjusted using the established formula on September 1, and annually thereafter, unless otherwise directed by the Minister of Education, Culture and Employment (ECE).</p> <p>Businesses will be able to plan for the minimum wage rate to be adjusted on September 1st each year, and the annual increases will be smaller, which will allow businesses to better absorb the impact of each increase.</p> <p>ECE will announce the newly adjusted rate by August 1st each year.</p>	<p>You will need to account for this in your annual budget and adjust for any employees currently making minimum wage.</p>

Nova Scotia

Overview of Major Changes	What does this mean for Employers?
<p>Minimum Wage Increases</p> <ul style="list-style-type: none">On October 1, 2022, the minimum wage will increase from \$13.35 to \$13.60 per hour.	<p>You will need to account for this in your annual budget and adjust for any employees currently making minimum wage.</p>

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Ontario

Overview of Major Changes

Provincial Health and Safety Compliance Initiatives for 2022-23

The Ministry of Labour, Immigration, Training and Skills Development (MLITSD) will be conducting inspections at various workplaces across the province for the following topics:

- **All-sectors**
 - Occupational Disease
- **Construction**
 - Excavations and Utility Contacts
- **Health Care**
 - Safe Transition/Transfer of Care
- **Industrial**
 - Workplace Violence
- **Specialized Professional Services**
 - Respiratory Protection (Hygiene)
 - Asbestos in Building Structures

What does this mean for Employers?

Ensure that your Health & Safety Program is up to date and employees are aware of what is needed for each of these focuses.

Have managers review these policies and programs within your workplace and ensure they are being properly followed and documented. For example, your Workplace Violence Policy must be reviewed and signed annually, a Violence Risk Assessment must be completed, all employees must receive training on workplace violence and all reports of workplace violence need to be investigated.

If there are any gaps found in your programs, ensure an action plan is created to correct these issues.