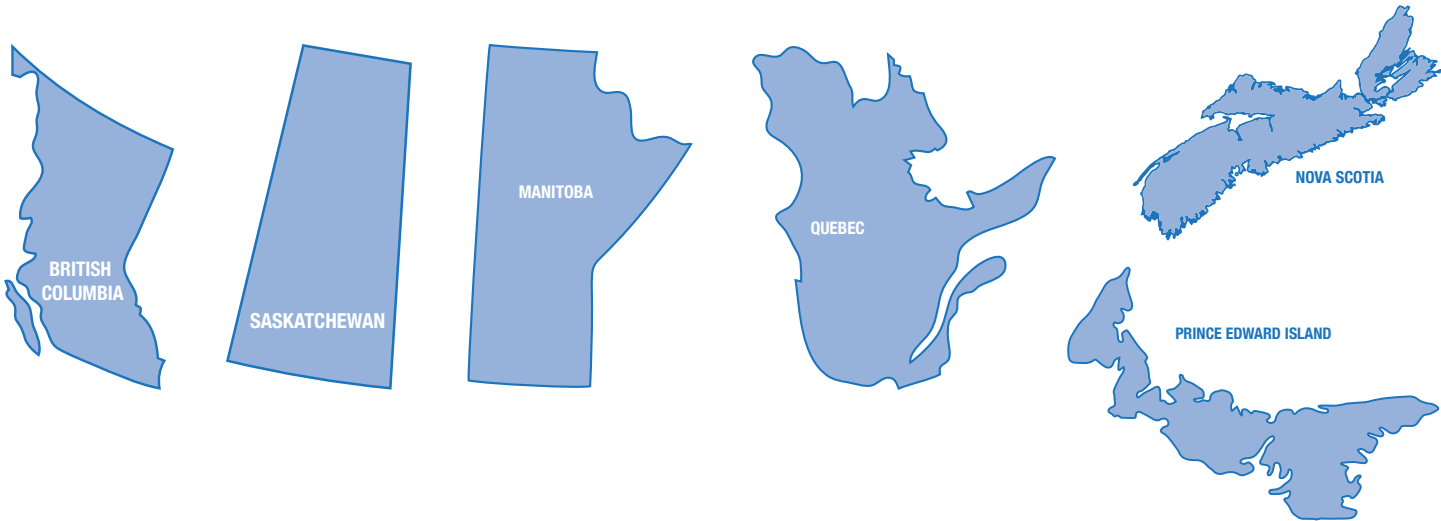


LEGISLATION UPDATES

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?
FEDERAL	
Labour Program – Temporary Foreign Worker Program (TFWP) Inspections The Labour Program reported 1,488 TFWP inspections, 12% employer non-compliance, more than \$10.2 million in penalties and 30 employer bans for the reported fiscal year.	Audit recruitment, advertising, wages, work conditions, housing, document retention, and inspection-response procedures. High-risk sectors should expect closer scrutiny.

OVERVIEW OF MAJOR CHANGES	WHAT DOES THIS MEAN FOR EMPLOYERS?
BRITISH COLUMBIA	
Temporary Foreign Workers – Complaint and Dispute-Resolution Process An Order in Council finalized employment standards and temporary foreign worker procedural amendments for August 1. The changes will streamline the employment standards complaint and dispute-resolution process by increasing opportunities for early resolution, while maintaining fairness for workers and employers.	Employers should update early-resolution, evidence, appeal authorization, and deposit procedures. See more information here .

LEGISLATION UPDATES

OVERVIEW OF MAJOR CHANGES	WHAT DOES THIS MEAN FOR EMPLOYERS?
MANITOBA	
Access to Menstrual Products Amendments in the Workplace Safety and Health Regulation On March 9, 2026, amendments to the Workplace Safety and Health Regulation were passed to ensure that all workers who need menstrual products have access to them in the workplace. These amendments will come into effect on September 1, 2026.	Update washroom supplies. Both menstrual pads and tampons must be made available at no cost to all workers in the workplace. In addition, an employer must provide a covered container for the disposal of menstrual products near each toilet in a washroom. For more information about this amendment, please refer to www.manitoba.ca/labour/safety/faq/menstrual-products.html.
Limitations on Sick Notes Sick-note restrictions received Royal Assent June 1 and take effect October 1, 2026. Bill 11 prohibits an employer from requiring a sick note unless the absence continues for a period of more than one week or the employee has been absent from work because of injury or illness on more than 10 scheduled workdays in that calendar year.	Revise absence procedures: notes will generally be limited to absences over one week or more than 10 scheduled workdays in a year, with broader provider acceptance and reimbursement. <i>If you are a Full-Service HR client with Dunk & Associates, your HR program will be updated with these requirements.</i>
Minimum Wage to Increase Effective October 1, 2026 The general minimum wage increases from \$16.00 to \$16.40 per hour, effective October 1st.	Review your payroll and make any necessary adjustments effective as of October 1, 2026.

OVERVIEW OF MAJOR CHANGES	WHAT DOES THIS MEAN FOR EMPLOYERS?
NOVA SCOTIA	
Minimum Wage to Increase Effective October 1, 2026 The general minimum wage increases from \$16.75 to \$17.00 per hour, effective October 1st.	Review your payroll and make any necessary adjustments effective as of October 1, 2026.

OVERVIEW OF MAJOR CHANGES	WHAT DOES THIS MEAN FOR EMPLOYERS?
PEI	
Minimum Wage to Increase Effective October 1, 2026 The general minimum wage increases from \$17.00 to \$17.30 per hour, effective October 1st.	Review your payroll and make any necessary adjustments effective as of October 1, 2026.

LEGISLATION UPDATES

OVERVIEW OF MAJOR CHANGES		WHAT DOES THIS MEAN FOR EMPLOYERS?	
QUEBEC			
New Regulations on the Prevention of Sexual Violence This new regulation concerning measures to prevent or end situations of sexual violence in the workplace will entail the following changes: Effective May 27, 2027 - Workers must have received written information on how to prevent sexual violence in their workplace. - All employers must have developed a process for filing complaints or reports and identified one or more contact persons. Effective May 27, 2028 - Workers will be required to have received training on sexual violence. This regulation is in addition to the obligations already provided for in the <i>Occupational Health and Safety Act</i>.		Employers will need to take additional steps to prevent and address sexual violence in the workplace. By May 27, 2027, employers must provide workers with written information on preventing sexual violence and establish a process for receiving complaints or reports, including identifying one or more designated contact persons. By May 27, 2028, workers must also have received training on sexual violence. Employers should begin reviewing their existing policies, complaint and reporting procedures, designated contacts, and training programs now to ensure they are prepared to meet these new requirements. <i>If you are a Full-Service Health & Safety client with Dunk & Associates, your Health & Safety program will be updated with these requirements prior to the implementation dates.</i>	

OVERVIEW OF MAJOR CHANGES		WHAT DOES THIS MEAN FOR EMPLOYERS?	
SASKATCHEWAN			
Minimum Wage to Increase Effective October 1, 2026 The general minimum wage increases from \$15.35 to \$15.70 per hour, effective October 1st.		Review your payroll and make any necessary adjustments effective as of October 1, 2026.	