

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

Building Skills: Everyday Skills for Impactful Work

**From the Desk of
Brian Dunk -**
Safety Is More Than
a Check Mark

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of Debriefing
Emergency Drills

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and you know what that means?
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A LETTER FROM OUR PRESIDENT

From the Desk of Brian Dunk - Safety Is More Than a Check Mark

Technology has given us **incredible** tools. Information is available instantly, training can be completed from anywhere, and organizations can track their compliance requirements more easily than ever before.

However, somewhere along the way, we've lost sight of what safety was always supposed to be about.

Safety used to be about **building a culture**. It was about looking out for one another, strengthening our communities, and making safe decisions because they were the right decisions—not because someone was measuring them.

Today, safety can sometimes feel like a **collection of green check marks**.

- Complete the training. Check the box 
- Read the policy. Check the box 
- Submit the inspection. Check the box 

Then, when we see the little gauge on our dashboard at 100%, we tell ourselves, "We've done enough", "We are safe," or "We are compliant."

But are we?

An organization may look good on paper while still falling short in practice. A completed checklist doesn't mean that someone understands the hazard. A signed policy does not guarantee the procedure is being followed. A perfect dashboard doesn't necessarily mean that employees feel comfortable speaking up when something is wrong.

Technology can help us manage safety, but it cannot create a safety culture on its own.

When Do We Start Teaching Safety?

Safety does not begin when someone enters the workplace. It starts much earlier—in our homes, on our streets, and throughout our communities. For example:

- Do you ask your children to count the motorcycles and bicycles they see on the road?
- Did they see the pedestrian waiting to cross?
- Were they paying attention to the construction worker, the school bus, or the vehicle backing out of a driveway?

These simple activities teach **observation, awareness, and an understanding** of what is happening around us. These are the same skills we later expect employees to demonstrate in the workplace.

Safety isn't only about noticing hazards. It's also about noticing others.

- When was the last time you helped someone who was struggling to lift or carry something?
- When did you last speak with a coworker about a safety concern—not because a form required it, but because you genuinely wanted to find the safest and most effective way to complete the work?

These moments may seem small, but they are where safety culture is built.

It is created when employees feel comfortable saying, "I don't think this is safe."

It grows when a coworker responds, "Let's stop and figure out a better way."

It becomes part of an organization when leaders listen, participate, and demonstrate that safety concerns matter more than convenience, production targets, or appearances.

Safety Is a Community Responsibility

Safety at home, in our communities and in our workplaces are not separate ideas—they are connected.

The habits we build every day—**observation, patience, communication, empathy and looking out for others**—shape how we approach safety at work.

A safe workplace is not created by policies, procedures, or technology alone. It's created by people who care about one another and feel responsible for each other's well-being.

Technology, training platforms, and compliance tools play an important role. They help us organize, communicate, and stay on track. But the tools must support the culture. These tools alone cannot become the culture.

Returning to Our Roots

Many in Niagara will remember the Tim Hortons at Prudhomme's, where the idea of Dunk & Associates came together. The original building may be gone and the site has been rebuilt, but its connection to the community remains. Although changed - its roots remain the same.

We see our own evolution in much the same way.

Dunk & Associates is reshaping how we support organizations in building stronger safety programs—returning to the foundation of safety culture, community, and human connection while continuing to embrace the simplicity and accessibility technology provides.

- The green check marks will still be there.
- The dashboards will still help.
- The gauges will still provide direction.

But they will never replace meaningful conversations, practical understanding, and people looking out for each other.

Change is coming. It's grounded in where we started, shaped by what workplaces need today, and focused on creating safer organizations and stronger communities for the future.

Like the communities we serve, it is here to stay.



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

Everyday Skills for Impactful Work

[Download Registration Form Here](#)

Each session features relatable workplace scenarios, interactive discussions, and hands-on activities that encourage skill development and immediate application!



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

COMPLETED

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

COMPLETED

From Gut Reactions to Smart Decisions: Critical Thinking at Work

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

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

FOR MORE INFORMATION

WWW.SYSTEMS24-7.COM/WEBINARS/SKILLBUILDING

Missed the bundle pricing? You can still purchase the event recording—featuring exclusive one-on-one Q&A sessions with a professional.

Monthly SPOTLIGHT



Attention! Our new hours of operation starting August 31, 2026, will be 8am-5pm EST

Labour Day - Office Closure | September 4th - 7th

Dunk & Associates/Systems 24-7 will be closed on both Friday, September 4 to Monday, September 7 for the Labour Day long weekend. We wish everyone a safe and happy holiday.

Upcoming Course: JHSC Part 1 (Webinar)

Part 1 Training equips organizations with the essential knowledge to support workplace health and safety representatives and Joint Health and Safety Committee (JHSC) members in meeting their legal responsibilities. Dunk & Associates' Part 1 program meets—and exceeds—the minimum standards established by the Ministry of Labour, Immigration, Training and Skills Development (MLITSD), and is suitable for workplaces across all sectors in Ontario.

Not just for committee members.

Are you looking to build a strong foundation in workplace safety? This course is an excellent starting point and a valuable addition to your résumé. Continue with Part 2 to achieve full JHSC Certification.

Upcoming dates:

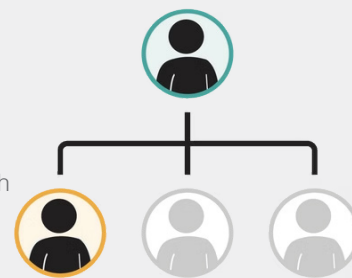
September 8, 9, 10, 2026
8:00 am to 4:30 pm daily EDT (online)

Cost: \$375/learner plus tax
for current members of a Dunk Program

REGISTER

Upcoming Webinar: The Low Down on Layoffs

Layoffs can be a tricky subject, especially with each province treating them differently. It is important to know how to handle layoffs so that you don't fall into accidental termination or constructive dismissal. Join us as we discuss how to handle layoffs, including some common questions we get, like "What if someone requests a layoff?" or "How long can I lay someone off before it becomes a termination?" or "Can I lay someone off if they are on a leave already?". Join Dunk & Associates and special guest [Mathews Dinsdale LLP](#) for this helpful webinar!



Webinar Date:

September 16, 2026
1:00 pm to 2:00 pm EDT (online)

Cost: FREE

REGISTER

Upcoming Skill Building: From Gut Reactions to Smart Decisions: Critical Thinking at Work

This webinar is part of our [2026 Skills Building Series](#), designed to strengthen essential soft skills, prepare employees for mentorship roles, and support overall professional growth.

In this session, we focus on problem-solving and critical thinking—key skills for navigating today's workplace. Participants will learn how to break down complex situations, evaluate options effectively, and make confident, timely decisions.

Equip your team with practical tools to approach challenges strategically, reduce errors, and contribute to stronger outcomes for both their team and the organization.

Webinar date:

September 30, 2026
1:00 pm to 3:00 pm EDT (online)

Cost: \$60/learner plus tax or
\$50/learner plus tax for those that are
private professional service clients

REGISTER

CERTIFICATION UPDATES

ANNOUNCEMENT

New: Safe Food Handler Certification Training

We're excited to announce the launch of our new **Safe Food Handler Certification Training**, designed to provide accessible, practical food safety training for food handlers across Canada.

We have been **approved** to deliver this training in **English in every Canadian province and territory, with the exception of Quebec**. We're still working on it!

Building Safer Food Practices Across Canada

The goal of our Safe Food Handler Certification Training is to give food handlers the knowledge and practical skills they need to safely handle, prepare, store, and serve food while helping prevent foodborne illness.

Across Canada, food establishments generally require **at least one certified food handler to be on staff at all times**. While requirements can vary by jurisdiction, we recommend that anyone who handles food as part of their work complete food handler certification training.

Our course is designed to make certification straightforward, accessible, and affordable for employees.

The training consists of approximately **7 hours of self-paced eLearning**, followed by a **one-hour, closed-book examination**. It may take additional time based on individual learning styles and speed.

The final exam consists of **50 multiple-choice questions**, and successful learners receive a **Safe Food Handler Certification valid for five years**.

Soft Launch Now Available

We are currently integrating an **AI-based exam proctoring solution** that will allow learners to complete their certification exam remotely with automated identity verification and exam monitoring.

While we complete development and testing of this technology, we are pleased to offer a **soft launch** of our Safe Food Handler Certification Training.

Once learners complete the eLearning, they will be able to attend a drop-in examination session, where one of our assessors will remotely proctor their one-hour, closed-book exam.

During the exam, learners will be required to provide a valid photo ID, such as a:

- Driver's licence
- Passport
- Student ID

This temporary process allows us to begin offering the training now while we work toward our fully integrated AI-based examination experience.

Affordable Certification

Certification starts at just \$25.99 per learner.
Our Professional Service Clients receive a discounted rate of \$22.99 per learner.
Safe food starts with trained food handlers.

***Prices are plus applicable taxes**

Contact us to learn more or to register your team for our new Safe Food Handler Certification Training.

Dunk & Associates' Safe Food Handler Certification Training

www.dunkandassociates.com/sfh2022 | 1-800-754-8039

Dunk & Associates Inc. (System 24.7) is pleased to be approved to provide Safe Food Handler Training across Canada, in all provinces with the exception of Quebec.

A "Food handler" means any person employed in a food premise who handles or comes into contact with utensils or food during preparation, processing, packaging, service, storage, or transportation in Canada. Food handler training is generally required for anyone who prepares, handles, or serves food to the public. This includes:

- Food service workers in restaurants, cafeterias, catering businesses, food trucks, and similar settings.
- Supervisors and managers who oversee food preparation or service.
- Individuals who handle food at community events, fundraisers, or charitable organizations (requirements vary by province or territory).
- Children and long-term care staff who prepare or serve food.

Most provinces and territories require at least one person with valid food handler certification to be present during all hours of operation in food premises. Some jurisdictions may require all food handlers to be certified. We encourage this training for all food handlers, to ensure better food safety. For a complete breakdown by each province, visit <http://my.dunkandassociates.com/sfh2022>

About Safe Food Handler Certification Training

Our Safe Food Handler Certification Training is designed to provide participants with the knowledge and skills needed to handle food safely and prevent foodborne illness. The course covers key food safety principles, including personal hygiene, cross-contamination prevention, safe food storage, temperature control, cleaning and sanitizing, and allergen awareness. Upon successful completion, participants will receive a certificate valid for five years.

This course is suitable for anyone who prepares, handles, or serves food to the public, including food service workers, supervisors, managers, and volunteers.

The Food Handling Certification course takes approximately 7 hours to complete, followed by a 1 hour final evaluation. As this is a self-paced course, time could be longer or shorter depending on the learner's speed. The course does not need to be completed in one sitting and will be bookmarked as the learner progresses.

We are currently working on a remote proctoring solution. While we await the completion of this functionality, learners will be provided with a drop-in exam session Monday-Friday at 1:00pm Eastern Time to complete their evaluations via webinar on Microsoft Teams with a live proctor. Instructions will be provided to each learner via email.

The course and evaluation must be completed within 30 days from first starting/accessing the course. Failure to do so, will result in the course resending and the learner having to start again. Dunk & Associates' recommends completing all components within a week.

Information about Registration and Training

- We do not make the technical requirements (user agent) and ensure all learners can meet the specifications prior to registering. Dunk & Associates does not provide refunds for learners who have registered and cannot meet the technical requirements.
- Register online through the course store if your company is not a current user of Systems 24.7. Otherwise, complete this registration form and email to info@dunkandassociates.com. You will be invoiced with payment due by credit card or 25% administration fee applies. Alternatively, you may request to pay by cheque, EFT, or email transfer. Learners will not be setup until payment is received.

**DOWNLOAD THE
REGISTRATION FORM**

September 2026 | Issue 144

FIRE SAFETY

ARTICLE

Kids and Fire Extinguishers: What They Should Know

Fire safety isn't just for adults—kids play an important role too. But should children use a fire extinguisher? Here's what parents and caregivers need to know to keep everyone safe.

Can Kids Use an Extinguisher?

- **Generally, NO:** Using an extinguisher requires strength and calm under pressure—skills most young children don't have.
- Extinguisher use should not be taught to anyone below the legal working age.
- Although teens (10 to 15) may have the physical capacity to use an extinguisher, they may not have the mental capacity to know when to 'fight or flight'. **A child or teen's role in any fire emergency is to escape as quickly and safely as possible.**

What Should Kids Do Instead?

- **Get out, stay out:** Their first job is to leave the house and stay safe.
- **Alert an adult:** Tell a grown-up immediately if they see smoke or fire.
- **Call 911:** Teach them how to call emergency services from a safe location.

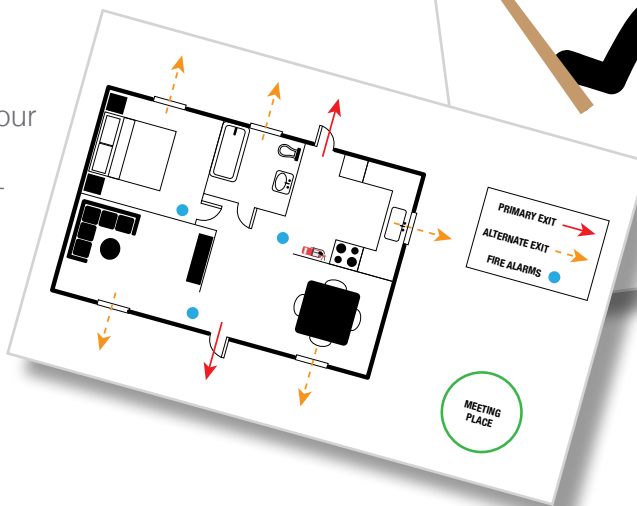
Teach Fire Safety Basics

- **Know the exits:** Practice home escape routes.
- **Understand alarms:** Explain what smoke alarms mean and what to do when they sound.
- **Never hide:** Make sure kids know to go outside to your designated meeting place, not hide under a bed or in a closet.
- **Can't get out?** Get to a window: This allows the rescue team to identify and reach faster.

What You Can Do This Month

- Review your family fire escape plan.
- Teach kids how to call 911 and give your address.
- Show them where extinguishers are — but remind them they're for adults.

Bottom line: Kids should never fight a fire—leave that to adults. Their job is to get out and stay safe!



TECHNOLOGY UPDATES

UPDATES

Upcoming Webinar Platform Transition: Moving to Microsoft Teams

As part of our ongoing commitment to improving your learning experience, Dunk & Associates / Systems 24-7 will be transitioning our webinar platform from Adobe Connect to Microsoft Teams for webinars effective October 1, 2026.

This transition will help us create a more seamless webinar experience for our clients and participants, leveraging a platform that many are already familiar with and use regularly.

What You Need to Know

If you have already registered for a webinar scheduled between **October 1 and December 31, 2026**, you will receive a new registration link for that webinar. These updated registration URLs will replace the existing Adobe Connect links and will ensure you can access your webinar through Microsoft Teams.

No action is required at this time. We will provide updated links directly to registered participants.



September Webinars Will Continue as Planned

All webinars scheduled for **September 2026** will continue to be delivered through Adobe Connect as usual. Existing registration links will remain valid, and there will be no changes to your upcoming September webinar experience.

Preparing for the Transition to Teams Webinars

While we anticipate a smooth transition, we appreciate your patience and understanding as we make this change. As with any technology update, there may be a few adjustments along the way, and we are committed to supporting our clients throughout the process.

To help you become familiar with Microsoft Teams Webinars before the transition, we will be hosting a series of **30-minute drop-in sessions throughout September**. These sessions will provide an opportunity to:

- Log in and test your access to Teams Webinars.
- Explore the webinar experience and functionality.
- Ask questions about the transition.
- Become comfortable using the new platform before attending your next webinar.

The drop-in sessions will be held on the following dates:

September 14, 2026 | 11:00 a.m. – 11:30 a.m. EST

[Register](#)

September 24, 2026 | 11:00 a.m. – 11:30 a.m. EST

[Register](#)

September 29, 2026 | 11:00 a.m. – 11:30 a.m. EST

[Register](#)

We appreciate your support as we make this transition and look forward to continuing to provide engaging, reliable, and accessible webinar experiences through Microsoft Teams.

Thank you for your patience and partnership.

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

The Importance of Debriefing Emergency Drills

Emergency drills help workers become familiar with what to do before a real emergency occurs. But conducting the drill is only part of the exercise. **The true value comes from what we learn afterward.**

A short debrief helps identify what worked, what was missed, and what should be corrected before an actual emergency occurs.

Why Debriefing Matters

Emergency procedures may look straightforward on paper, but drills can reveal practical problems that aren't obvious until people actually respond.

After a drill, ask:

- Did everyone hear and recognize the alarm?
- Did workers know where to go?
- Were exits clear and accessible?
- Was everyone accounted for, including visitors and contractors?
- Were emergency contacts, SDS information, or other required resources available?
- Did everyone understand their role, including fire/emergency wardens?
- Were there delays, confusion, or communication problems?
- Were assistive devices used (ie. evacuation chairs)? Were there any issues?
- Were emergency procedures properly followed?

Small issues during a drill can become serious problems during a real emergency.

Learn from What Happened

A successful drill isn't necessarily one where everything goes perfectly. Finding a problem during a drill gives you the opportunity to fix it before the emergency is real.

Workers should be encouraged to share what they noticed. They may identify things that others didn't see, such as an alarm that was difficult to hear, a congested exit, confusion about the assembly area, or uncertainty about who was responsible for a particular task.

The goal isn't to criticize mistakes. It's to understand what happened and make sure everyone is better prepared next time.

Turn the Debrief into Action

When an issue is identified, don't let it end with the discussion.

Determine:

- What needs to be corrected?
- Who will take care of it?
- Does the emergency procedure need to change?
- Is additional instruction or training needed?
- Should the issue be tested again?

Keep a brief record of the drill, what was identified, and any actions taken. This doesn't need to be complicated—it simply provides a record that the drill was reviewed and identified issues were addressed.

Practice Helps Prevent Panic

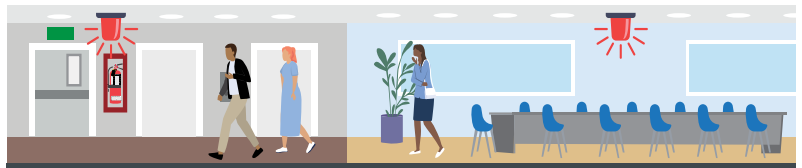
Workplaces change. People change. Procedures change. That's why emergency preparedness cannot be a one-time activity.

Drills give workers something written procedures cannot: practice.

We practice so that when a real emergency occurs, workers are familiar with what to do and are less likely to panic or lose valuable time figuring out what happens next.

Don't just conduct the drill—learn from it.

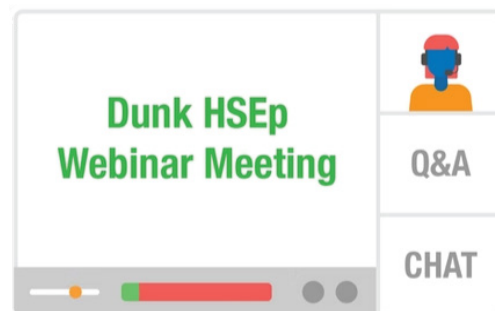
A few minutes spent debriefing today could help prevent confusion, delays, or injuries during a real emergency tomorrow.



EXCELLENCE UPDATES

REMINDER

BREAKING NEWS: Guidance & Instruction Webinars are no longer mandatory for HSEp members.



We're switching things up this September! Join us Tuesday, September 15th from 9:00 – 10:30am for our newly revamped Guidance & Instruction webinar!

While webinar attendance is no longer mandatory for the HSEp, we recommend attending these learning sessions, especially the first half. If you're a HSEp vet and know the process, log on for the first half of the session, then return to your regularly scheduled programming for the second half, as we review the program and best practices.

While attendance is no longer mandatory, we still recommend you attend these webinars to learn about the program, discuss trends we're seeing from submissions, and share any updates to the program or legislation in Ontario.

If you can't make the scheduled session on September 15th, don't worry! The session will be recorded and posted on the Dunk HSEp Portal.

Click here to Register



2026 HSEp WEBINARS

Guidance & Instruction

September 15, 2026 | 9:00 - 10:30 am EDT

HSEp Program Orientation

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

LAST RECORDED WEBINAR

Guidance & Instruction

May 12, 2026 | 9:00 - 10:30 am EDT



FEATURED ARTICLE

The VIP Step: The Very Important Policy Step

Happy September! This month, we discuss the very first step of implementation – the Policy Step. As the first step of implementation, the WSIB validation team will be looking to see how your organization developed a written policy, SWP, or standard for each of your selected topics.

At minimum, the policy must contain the purpose of the policy, key definitions, roles and responsibilities for each workplace party (ex. employer, supervisor, worker, etc), training requirements, and the procedure which outlines how the program is to be followed in the workplace. A strong policy answers the “5 W’s (who, what, where, when, why)” and “how”.

The WSIB validators will review each policy submitted to ensure it meets all the topic requirements found in the HSEp - Topics and Requirements. As such, you’ll need to ensure that your policy meets all topic requirements within the Guide before you move forward on to the “Do” step (Step 2).

Great news! We’ve already developed customizable policies for each topic, ensuring they meet topic requirements. You can find these policy samples within each topic page in the Dunk Excellence Portal. Simply click on the left scroll menu icon for your topic to find the policy sample. They will be located under the header #1 Plan: Written Standard.

As Dunk provides you with policies for each topic, we do not review policies as part of the program. If you create your own policies or procedures and would like us to review them, additional charges will apply as per the registration form.

Because the policy requirements are paramount to effective topic implementation, it is important to ensure that the policy, standard, or SWP addresses all requirements of the topic. If any requirements are missing, the topic may be considered incomplete or may need to be deferred until the requirements are addressed.

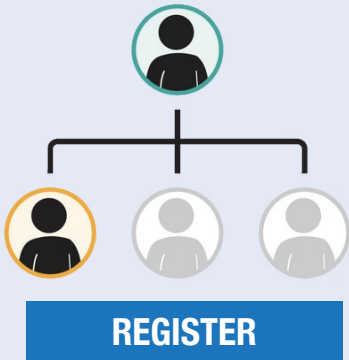
It is important to emphasize that regardless of the topic selected, a written policy, SWP, or standard must be developed for your workplace exclusively for that topic. If you are taking closely related topics, for example, the three Return-to-Work topics, you may develop one written policy that incorporates all three topic requirements.

As always, if you have questions about the program, topics, or topic requirements, reach out to us today! Call us at **1-866-754-8839** or send an email to excellence@systems24-7.com.



OUR UPCOMING WEBINARS

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



The Low Down on Layoffs

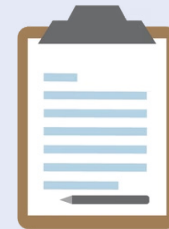
September 16, 2026 | 1:00 - 2:00 pm EDT

Layoffs can be a tricky subject, especially with each province treating them differently. It is important to know how to handle layoffs so that you don't fall into accidental termination or constructive dismissal. Join us as we discuss how to handle layoffs, including some common questions we get, like "What if someone requests a layoff?" or "How long can I lay someone off before it becomes a termination?" or "Can I lay someone off if they are on a leave already?"

Hazard Assessments in Action!

October 21, 2026 | 1:00 - 2:00 pm EDT

Hazard Assessments can seem like a daunting task, but a good way to approach them is by doing a little at a time. Join us as we fill out a Hazard Assessment together! We encourage your Safety Committee and Supervisors/Managers to participate in this webinar as our Health & Safety Professionals show you how to complete a hazard assessment live, with examples from our participants. Tip: If you are not familiar with hazard assessments, we encourage participants to watch the "Conducting and Maintaining Hazard Assessments" webinar from 2024 prior to attending.



HIGH

MEDIUM

LOW

REGISTER



REGISTER

Catching up on Health & Safety Trends

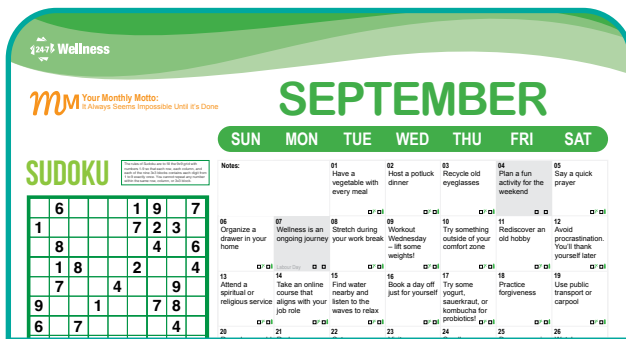
November 18, 2026 | 1:00 - 2:00 pm EST

What does fostering continuous improvement actually mean in your safety program? Are your incident reports collecting dust? If you are not learning from past incidents, you are doomed to repeat them. To understand what's going on with your health and safety program, it is important to analyze the current landscape of your workplace and your workforce. Join us this month as we talk about workplace trends and how to take the information from your workplace reports and put them into action.

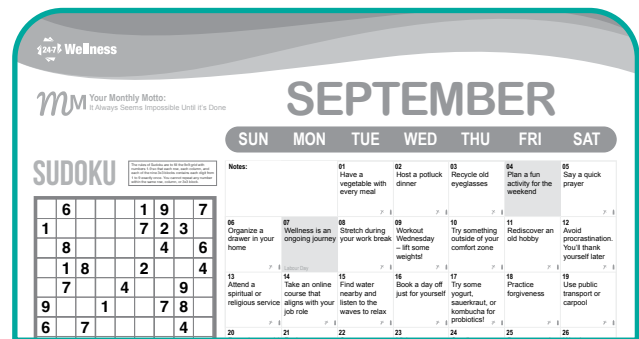
WELLNESS UPDATES

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.

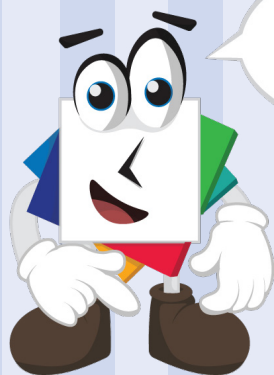


**2026 FULL COLOUR
& INTERACTIVE**
Download



**2026 BLACK & WHITE
(Printer friendly)**
Download

YOUR OTHER COMPLIMENTARY RESOURCES THIS MONTH



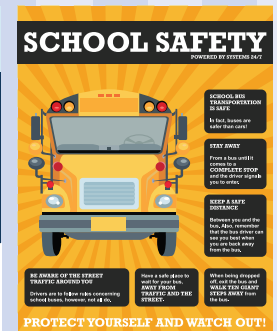
Click on each image to expand and download



The Dangers of Free WIFI



Hand Sanitizer Precautions



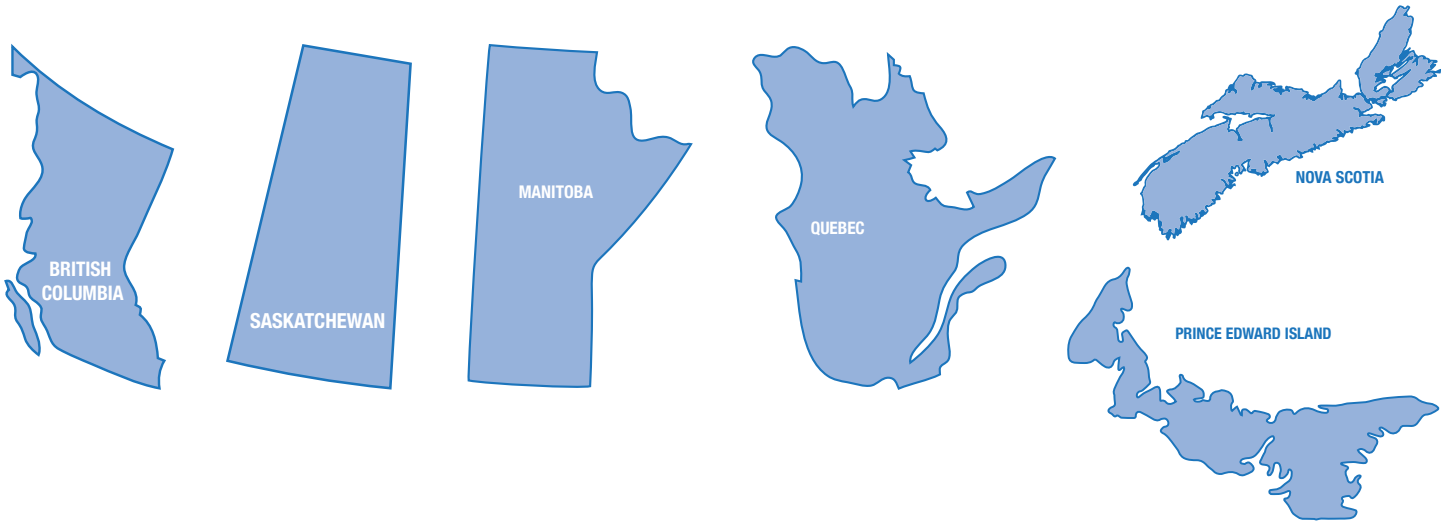
School Safety

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 – 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.

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

