

[View this email in your browser](#)



## Ontario's *Working for Worker's Act, 2022* Receives Royal Assent

On April 7, 2022, the Ontario Government passed Bill 88, the *Working for Workers Act, 2022*.

### **Digital Platform Workers**

Ontario is now the first province in Canada to establish fundamental rights for digital platform workers, including digital platform contract workers, including their right to earn a minimum wage. This Act establishes the following rights for digital platform workers:

- Earning at least the general minimum wage for time worked;
- The right to keep their tips along with regular pay periods;
- The right to information and clarity around algorithms including:
  - how pay is calculated; and
  - how and why a worker might be penalized in the allocation of work;
- Written notice if they are being removed from the platform and why;
- The right to resolve their work-related disputes in Ontario; and
- Protection from reprisal should they seek to assert their rights.

## Electronic Monitoring Policy

The *Working for Workers Act 2* amends the *Employment Standards Act, 2000*, and makes Ontario the first province to require employers with 25 or more employees to have a written policy on electronic monitoring in place. The electronic monitoring policy must inform employees of how and under what circumstances they are being electronically monitored, i.e. through employer-provided computers, cell phones, GPS systems, and any other electronic devices. The policy would also need to include the purposes for which the information obtained through electronic monitoring may be used by the employer.

Employers in Ontario that employ 25 or more employees are required to develop a written policy by **October 11, 2022** and provide a written copy of the policy to all existing employees no later than **November 10, 2022**. In the following years, all employers that employ 25 or more employees (including part-time and casual employees) as of **January 1 of any year** are required to have a written policy on electronic monitoring in place **prior to March 1 of that year**.

For the full news release from the Government of Ontario, [click here](#).

---

## Reporting COVID-19 Cases to the Ministry of Labour

HR Performance & Results has confirmed with the Ministry of Labour that employers are still **required to report COVID-19 cases in the workplace where an employee or employees have contracted COVID-19 within the workplace**. The reporting requirement must be in writing and submitted to the Ministry of Labour within four days.

---

## Ontario's Minimum Wage Set to Increase in the Fall

Effective October 1, 2022, Ontario's general minimum wage (which as of January 1, 2022 includes liquor servers) will increase from \$15 per hour up to **\$15.50 per hour**. Students under the age of 18 will see an increase from \$14.10 per hour up to **\$14.60 per hour**.

---

## Ontario Government Expands Reservist Leave

On April 11, 2022, an amendment to the Reservist Leave under the *Employment Standards Act, 2000*, came into effect. Under the previous Reservist Leave, employees who had been employed for six months with their employer were eligible to take a job-protected Reservist Leave if they were deployed anywhere. The new amendment reduces the eligibility period from six months down to three months, and expands the reasons for taking the leave to include participation in Canadian Armed Forces military skills training.

---

## Blog

---



FEBRUARY 23, 2022

EMPLOYEE ISSUES

### How to Have the Difficult Conversation With Someone About Their Mental Health








Maybe it starts by you noticing something about one of your team members that is not quite right. Maybe you notice they are acting or speaking differently, or not speaking at all. Maybe you notice that they have lost their

energy and focus and aren't as outgoing as they normally are. Or maybe you notice a significant decline in the work they are doing, or that they aren't even at work lately. Any of these could be one of many signs or symptoms that your colleague may be experiencing a mental health issue...

— [Read More](#)

## COVID-19 Resources

---

-  [Sector-specific Health & Safety Guidelines, Posters and Tip Sheets](#)
-  [Canada Recovery Hiring Program \(CRHP\)](#)
-  [COVID-19 Screening Tool for Workplaces](#)
-  [Educating Employees on the COVID-19 Vaccine](#)
-  [COVID-19 Self-Assessment](#)
-  [When and How to Properly Wear a Mask](#)
-  [How to Properly Wash Your Hands](#)

Visit Our Website >



### LOCATION

151 Ferris Lane, Suite 401, Barrie, ON, L4M 6C1

Barrie (705) 719-7962

Toronto (416) 987-4163

### OFFICE HOURS

Monday - Friday 8:30 AM - 5:00 PM

Want to change how you receive these emails?  
You can update your preferences or unsubscribe from this list.

This email was sent to <<Email Address>>

[why did I get this?](#) [unsubscribe from this list](#) [update subscription preferences](#)

HR Performance & Results · 151 Ferris Lane · Suite 401 · Barrie, ON L4M6C1 · Canada

Grow your business with  **mailchimp**