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Amendments to the *Occupational Health and Safety Act*

Under Bill 88, the *Working for Workers Act, 2022*, there are several amendments to the *Occupational Health and Safety Act (OHSA)*.

Increased Fines for Violations

Effective July 1, 2022, the fines for a contravention under the OHSA will be increased. Fines for an individual will be increased from \$100,000 up to \$500,000 per offence.

Previously, directors and officers of corporations had been subject only to the maximum individual fine of \$100,000. This amendment will increase the maximum fine for these individuals up to \$1,500,000, which is the same maximum fine that can be imposed on a corporation. Individuals may also face imprisonment for up to 12 months.

Increased Time for Prosecution

The *Working for Workers Act, 2022* also increases the one year limitation period for instituting a prosecution under the OHSA up to two years.

Naloxone Kits

Employers are required to provide naloxone kits if they become aware, or should be aware, that there may be a risk of workers having an opioid overdose at a workplace.

Employers are also required to provide training to an individual who works near the kit. Training includes: training to recognize an opioid overdose, to administer naloxone, and hazards related to the administration of naloxone. Additionally, the employer is not permitted to disclose any more personal information than that which is reasonably necessary to comply with these requirements.

There is no timeline by which an employer is required to comply with this amendment. We will provide further updates on this in future Fast Facts as the information becomes available.

A Reminder - Employers Required to Have Disconnecting from Work Policy in Place by June 2, 2022

As mentioned in our Fast Facts dated March 8, 2022, **effective June 2, 2022**, companies who employ 25 or more employees are required to have a written policy on Disconnecting from Work. In the *Employment Standards Act, 2000* (ESA), "disconnecting from work" is defined as "not engaging in work-related communications, including emails, telephone calls, video calls or sending or reviewing other messages, to be free from the performance of work".

It is important to note that there are no new requirements as per the ESA for employers to free employees from the obligations to participate in work-related communications, or create a "right" for employees to disconnect from work. Any rights that employees have to not perform work fall under separate sections of the ESA.

HR Performance & Results is available to draft a customized

Disconnecting from Work policy for your workplace. [Contact us](#) today to discuss your options!

Coming Soon: HRPAR On-Demand E-Learning! - June 6, 2022

HR Performance & Results is pleased to present a suite of on-demand e-learning programs to educate you on a variety of topics in a number of human resources and health and safety related areas.

As a leading provider of human resources and health and safety services, we understand how challenging it can be to keep abreast of all of the legislative requirements that HR Professionals, Employers, Managers, Supervisors, and Employees must adhere to in their workplaces. Our vast suite of on-demand e-learning programs offer participants the ability to select from a variety of programs and learn at their own pace.

More information to follow in our next Fast Facts Bulletin!

Blog



MAY 31, 2022





HUMAN RESOURCES

My Employee Is Taking a Stress Leave With No Notice, What Do I Do?

Let's set the stage. You've just finished a conference call and you notice that someone has slipped a note under your door. It is from an employee who has left for the day. The note is from their doctor and it states, *"Employee will be off for the next 8 weeks due to stress effective immediately."* What do you do?...

— [Read More](#)

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](#)



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