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BULLETIN 55 | THURSDAY, JUNE 30, 2022

Recent Updates

Disconnecting from Work for the Summer

Summer has officially arrived and we hope everyone will have an opportunity to disconnect and enjoy the sunny, hot weather! With this in mind, we thought we would start this Fast Facts with our teams' number one picks for some fun summer activities you can do with your team.

1. Our number one favourite pick is of course hosting a patio party at a restaurant, or a BBQ at your workplace! We find them easy to coordinate and they are usually a fast way to get your team to wind down and truly connect outside of work.
2. Our second favourite pick is to organize an outdoor event with team building activities or sporting activities like golf.



It is important to celebrate team members' special occasions, team accomplishments and give back to the community!

On behalf of the HRPAR team, our wish for all of you is to disconnect over the summer. We wish you an awesome weekend.

A Reminder: Recent Amendments to the Occupational Health & Safety Act

Under the *Working for Workers Act, 2022*, there are several amendments to the *Occupational Health and Safety Act* (OHSA). One of these amendments increased the fines for a contravention under the OHSA, which are effective as of July 1, 2022.

Fines for an individual:

Increased to **\$500,000 per offence**. The previous fine was \$100,000.

Fines for Directors and Officers of Corporations:

Increased the maximum fine for these individuals up to **\$1,500,000**, which is the same maximum fine that can be imposed on a corporation.

Previously, directors and officers of corporations had been subject only to the maximum individual fine of \$100,000. Individuals may also face imprisonment for up to 12 months.

It is important to ensure that all senior management have a full knowledge and understanding of their obligations under the OHSA. Contact us today to discuss your health and safety obligations and how we can assist with ensuring full compliance at your workplace.

COVID-19 Updates

Travel:

Proof of vaccination is no longer required when travelling domestically within Canada. In order to travel by plane or train within Canada, you must wear a mask and have no signs or symptoms of COVID-19. Those who have tested positive for COVID-19 within the last 10 days are not permitted to travel by plane or train within Canada.

Self-Isolation:

Self-isolation is still required for those who test positive for COVID-19 or have COVID-19 symptoms. Below are the current self-isolation guidelines in Ontario.

- **Individuals who are 12 years of age or older who are not fully vaccinated / Immunocompromised Individuals / Individuals living in highest-risk settings:**
 - Isolate for at least 10 days from the date of positive test of the onset of symptoms (whichever is earlier), and until symptoms have improved for 24 hours (48 hours for GI symptoms), and no fever present
- **All other Individuals:**
 - Isolate for at least 5 days from the date of positive test of the onset of symptoms (whichever is earlier), and until symptoms have improved for 24 hours (48 hours for GI symptoms), and no fever present

Source: Management of Cases and Contacts of COVID-19 in Ontario ([gov.on.ca](https://www.gov.on.ca))

Recent Provincial Updates

Alberta: Updates to the Employment Standards Code and Labour Relations Code

On May 31, 2022, the *Labour Statutes Amendment Act* (formerly Bill 17) received Royal Assent and became law in Alberta. This piece of

legislation amends the *Labour Relations Code* and the *Employment Standards Code* as follows, effective May 31, 2022.

- Allows employees who have been with the same employer for at least 90 days and who would have been parents, such as biological, adoptive, or surrogates, to take bereavement leave when a pregnancy ends other than in a live birth.
 - NOTE: Employees can still take up to 3 days of bereavement leave in total per calendar year.
- Allows reservists who have worked at least 12 consecutive weeks for the same employer to take as much time as they need to attend annual reservist training by removing the 20-day limit on annual training for reservist leave
- Allows academic staff, graduate students and postdoctoral fellow associations to continue representing their respective members in collective bargaining indefinitely (*effective July 1, 2022*)

Source: [Government of Alberta](#)

British Columbia: Bill 10 Receives Royal Assent

On June 2, 2022, Bill 10, the *Labour Relations Code Amendment Act, 2022*, received Royal Assent and became law in British Columbia. Bill 10 makes amendments to the *Labour Relations Code (LRC)*, including that employees in the construction industry gain the right to change unions annually; previously they were only permitted to change unions every three years. Additionally, Bill 10 provides two potential paths to union certification. These paths are available depending on the level of support that exists in the bargaining unit.

For more information, [click here](#).

Manitoba: Accessibility Standard for Information and Communication Comes into Effect

Effective May 1, 2022, the Accessibility Standard for Information and Communication became law in Manitoba. This is the third standard under the *Accessibility for Manitobans Act* and aims to reduce barriers that prevent Manitobans from accessing information or being provided information in an accessible format. All private sector organizations, small municipalities, and non-profit organizations are required to comply with this standard by May 1, 2025. In order to comply, organizations must maintain accessible websites, provide information and communication in accessible formats when requested, and have standards and policies in place that aim to address and reduce barriers to information.

For more information, [click here](#).

Quebec: Bill 96 passes; An Act respecting French, the official and common language of Quebec

The Government of Quebec has passed legislation to uphold and protect the French language in the province. This Act amends many sections of Quebec legislation, such as the Charter of the French Language, the Charter of Human Rights and Freedoms, and the Civil Code of Quebec. This bill has been somewhat controversial, with many across the province protesting against the bill, or in strong support of it.

One of the reasons that Bill 96 has been criticized is that it applies the notwithstanding clause to the entire bill. When a province applies the notwithstanding clause to a piece of legislation, this allows the province to overrule the basic freedoms that are guaranteed to all Canadian citizens under the Canadian Charter of rights and freedoms. This bill affects French language requirements in a number of different sectors, including education, healthcare, privacy and the workplace, the courts and justice system, and immigration. To read the bill in its entirety, [click here](#).

Blog



JUNE 30, 2022

TRAINING AND COACHING

What Do I Need To Train My Employees On In Ontario?

There are a number of legislative training requirements that you, as an employer, should be aware of prior to having your employee start their on-the-job training. We recommend that you build these four programs into your employee orientation process...

— [Read More](#)

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LOCATION

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

Barrie (705) 719-7962

Toronto (416) 987-4163

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