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BULLETIN 57 | THURSDAY, SEPTEMBER 8, 2022

Recent Updates

HR Performance & Results Presents: A Live Webinar on Legislative Updates

Legislative Updates - Past, Present, and Future in 2022

The majority of employees have returned to the workplace and operations have returned to business as usual. As we fast approach the inevitable flu season, it is critical that employers understand their legal obligations and the legislation applicable to their business as it relates to COVID-19. It is also pertinent for employers to understand their legal obligations pertaining to electronic monitoring under the ESA. This live Zoom webinar will explore the past, present, and future legislative updates in 2022 and what employers should do to ensure compliance with the applicable legislation. **Click the "Register Now" button below to sign up!**

DETAILS

Thursday, September 22, 2022
8:30 a.m. - 10:30 a.m.

Location: Online (Zoom)
\$39.00 (+ HST)

REGISTER NOW

New Location Open House

Join us to celebrate our new location!

Thursday, October 6, 2022
4:00 pm - 6:00 pm

[Click Here to RSVP by September 28](#)

COVID-19 Updates

The Ontario Chief Medical Officer of Health announced that individuals who test positive for COVID-19 are **no longer required to self-isolate for five days**. Instead, individuals who are experiencing symptoms of COVID-19 should self-isolate while feeling ill, and end their self-isolation 24 hours after their symptoms have ended.

The Government is recommending that individuals with any other gastrointestinal or respiratory illness stay home until their symptoms are improving for a minimum of 24 hours. The Government also recommends that individuals wear masks for 10 days after recovering from COVID-19 symptoms, but this is not mandatory.

A Reminder - Employers Required to Have
Electronic Monitoring Policy in Place by October
11, 2022

As mentioned in our Fast Facts dated April 29, 2022, **effective October 11, 2022**, companies who employ 25 or more employees are required to have a written policy on Electronic Monitoring. Employers must provide a copy of the written policy to all employees no later than **November 10, 2022**.

The electronic monitoring policy must specify if the company electronically monitors its employees. The policy must also inform employees of how and under what circumstances they are being electronically monitored, i.e. through employer-provided devices such as computers, cell phones, and GPS systems, tracking websites visited by employees during work hours, or monitoring the scanning speed of cashiers via an electronic device. The policy must also include the purposes for which the information obtained through electronic monitoring may be used by the employer.

HR Performance & Results is available to draft a customized Electronic Monitoring policy for your workplace. [Contact us](#) today to discuss your options.

Provincial Updates

Ontario Increases Minimum Wage

Effective **October 1, 2022**, Ontario's minimum wage will increase to \$15.50 per hour, up from \$15 per hour. Ontario's general minimum wage applies to most employees, as effective January 1, 2022, the special minimum wage rate that applied to liquor servers, i.e. bartenders, servers, and waiters was eliminated.

Manitoba Increases Minimum Wage

Effective **October 1, 2022**, Manitoba's minimum wage will increase to \$13.50 per hour, up from \$11.95 per hour.

The Government of Manitoba plans to increase the provincial minimum wage again in 2023, up to \$14.15 per hour on April 1, 2023.

British Columbia Amends Occupational Health and Safety Regulation

Effective **August 22, 2022**, the Occupational Health and Safety Regulation was amended to introduce a new section on the Right to Refuse Unsafe Work. The amendment introduces some critical changes to the work refusal process:

- Once a worker refuses work under section 3.12 of the Occupational Health and Safety Regulation, another worker **may not** be assigned to complete the work unless:
 - The work refusal has been resolved, or
 - The worker has been informed by the employer, **in writing**, of the below:
 - The work refusal;
 - The unsafe condition reported by the worker under section 3.12;
 - The details of why the task they are being assigned would not create an undue hazard to the health and safety of the other worker;
 - The right of the worker to refuse work under section 3.12.

Source: [Occupational Health and Safety Regulation](#)

Blog



SEPTEMBER 8, 2022

[HUMAN RESOURCES](#)

National Day for Truth and Reconciliation – Why We Recognize September 30th

With the National Day for Truth and Reconciliation approaching on September 30th, 2022, it is important to understand the meaning behind the day and its importance in the reconciliation process...

— [Read More](#)

Visit Our Website >



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