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Fast Facts

BULLETIN 71 | TUESDAY, NOVEMBER 7, 2023

Recent Updates

Wellness and Gratitude



Research shows that practicing gratitude increases individual well-being, predicts happiness and improves job satisfaction. An attitude of gratitude can be incorporated into everything we do within our organizations - from giving out care packages to acknowledging employees' hard work at team meetings; appreciation and kindness go a long way. During the month of October, our team showed our gratitude to each other by drafting small notes of appreciation and hanging them on our Thanksgiving tree, which was a good visual reminder of how much we appreciate each other. We also took an opportunity to once again help our local Food Bank in a time of need by donating much needed food items.

We encourage you to practice cultivating an attitude of gratitude to build a workplace culture where everyone feels appreciated and valued. We hope that you'll carry the Thanksgiving spirit with you not just for the rest of the year, but well beyond it!

Veteran's Week, National Indigenous Veteran's
Day and Remembrance Day

National Indigenous Veteran's Day is celebrated every year across Canada on November 8 to commemorate Indigenous Veterans and to honor their sacrifices in war and conflict. The sacrifices of Indigenous Veterans come with a challenge of equality, equity, and recognition, which are often overlooked. Therefore, it is essential to recognize and appreciate their heroism and unwavering determination as a step towards reconciliation.

On November 11, Canada celebrates Remembrance Day to honor all the brave soldiers to whom we owe our freedom to. This Veteran's Week, let's wear a poppy as a symbol of remembrance, support indigenous causes, educate ourselves, and attend local events to pay our heartfelt respect to all military personnel. It is a time to reflect on the deep gratitude we hold for their selfless sacrifices. These days serve as reminders of the importance of a world where all individuals live with peace and harmony.

Truth and Reconciliation

September 30th marked the National Day for Truth and Reconciliation. We encourage you to continue these conversations throughout the year to move towards reconciliation, and try to make reparations for the intergenerational impact of harm caused to the Indigenous peoples in Canada.

Myth: "The last Residential School closed ages ago; this is ancient history."

Fact: The last Residential school closed only 27 years ago. Many of its survivors watched their friends and other children die, experienced physical and sexual abuse, and malnutrition - all of which still live with them as trauma.

Recent Update on *Working for Worker's Act, 2023*

On October 26, Bill 79 of the *Working for Workers Act, 2023*, received Royal Assent. The *Working for Workers Act, 2023* amends several pieces of legislation, including the *Occupational Health and Safety Act* and the *Employment Protection for Foreign Nationals Act*.

Under the *Working for Workers Act, 2023*, the *Occupational Health and Safety Act* has been amended to increase fines for a contravention of the Act by a corporation from \$1,500,000 to \$2,000,000, making Ontario the province with the highest health and safety fines.

The *Employment Protection for Foreign Nationals Act* imposes a higher penalty for an individual - up to \$500,000, or up to \$1,000,000 for a corporation that is convicted of an offence of violating the rights of workers by withholding their travel documents or their work permit. A summary of the changes can be found [here](#).

Cyber Security Awareness

With the increasingly easy access of information that technology brings, our cyber security is at risk. It is extremely important to be aware of the common scams to protect our cyber data. Some of the things to keep in mind to stay cyber safe are:

- Often times, scammers pretend to be someone they're not - your family, your colleague, or your bank - to steal your financial or personal information. This is called phishing, and is the most common type of scam.
- Be vigilant about the texts or emails you receive. Double check the source of the email or text before clicking on any hyperlinks as that may direct you to a website that can gather your personal details.
- Some of the common signs of a scam include urging you to make a decision urgently, request to keeping the conversation confidential, or a financial request. Financial requests can be through gift cards, or through information about your bank or credit card details.

The Ontario Government and the Government of Canada are raising awareness and providing educational resources to help its people strengthen their cyber safety practices. Click [here](#) and [here](#) to access their resources.

Upcoming Training

Why Can't I Just Fire Them?

You can - but it will cost you! During this practical, interactive workshop, participants will learn how to manage the risks associated with managing difficult employment related matters and possible termination outcomes. Contact Nicole Vanderpost at nicole@hrpar.ca to register.

DATE & TIME:

Wednesday, November 22, 2023
8:30 a.m. - 12:30 p.m.

LOCATION:

HRPAR Office

PRICE:

\$249.00 (+HST)

[REGISTER NOW](#)

HR For Business Owners,
By Business Owners.



2023

2024

Early Bird Pricing:
\$40 per person
Until November 1

HR Trends for 2024

Set Your **2024 Business**
New Years Resolutions

THURSDAY **23** | 7:45 AM - 12 NOON
NOVEMBER

FEATURING LOCAL EXPERTS



Genevieve Lagacé-Gore
President
MARQUEE BENEFITS



Janice Leroux
President
HR PERFORMANCE & RESULTS



Josh Valler
Partner
BARRISTON LAW

**JOIN
US**

SANDBOX

24 Maple Ave. Barrie
Thursday November 23
7:45 AM - 12 NOON

REGISTER NOW AT:

2024HRTrends.eventbrite.com
Includes Hot Breakfast

Blog



NOVEMBER 7, 2023
HUMAN RESOURCES

How To Create An Employee Handbook

An employee handbook is a key piece of HR infrastructure which helps to clearly communicate your organizational policies, standards and expectations that will guide employees throughout their employment.

Employers can follow these seven general steps when developing an employee handbook for their organization...

— [Read More](#)

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