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File Your Accessibility Compliance Report Now!

Businesses and non-profit organizations with at least 20 employees are legally required under the Accessibility for Ontarians with Disabilities Act (AODA) to file an Accessibility Compliance Report every three years. The deadline to file the report is **December 31, 2023**. [Contact us](#) today for help with the report or if you have any questions.

Under the AODA, another legal requirement is to provide training to your employees on the AODA and the Ontario Human Rights Code as it relates to persons with disabilities. We create customized e-learning training that meets all legal requirements - [click here](#) to view our e-learning programs.

Men's Health Awareness Month - Movember

You may have seen an increase in impressive looking mustaches over the past few weeks. That is all thanks to Movember, a globally known movement that has individuals from over 20 countries come together every year in November to raise awareness and funding for men's health. Along with men's mental health, this movement also

focuses on informing individuals about the risks, signs and symptoms of prostate and testicular cancer. Throughout this month, individuals have been growing their mustaches, not just as a style choice, but as a symbol of healthier men and a healthier world. There is a collective dedication to raise funds to support men's health research and innovative projects. As we bid farewell to this month, we encourage you to continue to explore ways to help support men's mental health in the workplace. Consider having regular check-ins with your team members, explore options like standing desks, and incorporate weekly walks or other activities to promote movement and discourage prolonged sitting. Staying active has shown to have a positive impact on both physical and mental health.

Truth and Reconciliation

As a way to encourage you to continue the conversations around Truth and Reconciliation, and to move towards reconciliation, below is a myth for you to consider.

Myth: "Indigenous peoples were treated poorly and faced many injustices in the past, but now, we all have equal access to resources and are treated equally."

Fact: Equality does not mean equity. Indigenous peoples still do not have the same access to resources or the same access to their rights. For example, even though all individuals in Canada have the right to education, factors such as inadequate housing and transportation from the reserves may make it hard for Indigenous peoples to receive adequate education.

More about the various barriers to education that Indigenous peoples face can be found [here](#).

Recent Update on *Pay Transparency Act, 2023*

As of November 1, 2023, employers in British Columbia are now required to post the expected salary or the range of pay for the job positions they are posting publicly. An unspecified minimum or maximum amount for the pay on the job ad will not meet the requirement, i.e., "\$25+ per hour" or "up to \$25 per hour". Employers are not required to include

information about overtime or bonus pay, but can include it if they desire. This requirement must be met even if it is not the employer who is posting the job ad directly, but a third party who is posting the job on the employer's behalf. More information about this Act can be found [here](#).

Changes to T4/T4A Tax Slip

Beginning in 2024, all employers in Canada must indicate in 2023's T4 if they provided their employees access to coverage or insurance for dental care in the newly created box 45. This change does not apply to employers who filed the T4 slip before January 2024. For more information and specific situations, click [here](#).

New CRA Policy for Fully Remote Workers

The Canada Revenue Agency released a new Administrative Policy that requires employers to perform a new analysis to determine the province of employment of an employee who physically does not report to the location of their work. The employee's province of employment - generally, not necessarily the province where the employee resides - determines their payroll deductions. This change will be effective from January 1, 2024. To find out how to determine the employee's province of employment, click [here](#).

Upcoming Training

Essentials of Supervision

HR Performance & Results is pleased to present the Essentials of Supervision workshop series. This six-week workshop is offered in a hybrid model allowing participants to choose to attend in-person at our 151 Ferris Lane office, or virtually via Zoom.

The purpose of our Essentials of Supervision workshop is to assist supervisors in gaining the confidence and knowledge in becoming an effective supervisor and to provide practical tips and strategies for immediate application in their workplaces.

All our workshops are based on adult learning principals incorporating discussion, individual and group exercises, and lecture style. Each participant will receive a participant manual including tools and resources that can be used as a reference guide in their workplace.

For further information or to register, please contact Nicole Vanderpost at nicole@hrpar.ca.

DATE & TIME:

January 10, 2023 - February 21, 2023
8:30 a.m. - 11:30 a.m.

LOCATION:

HRPAR Office or virtually (Zoom)

PRICE:

\$1,800.00 (+HST)

REGISTER NOW

Blog



NOVEMBER 24, 2023

EMPLOYMENT LEGISLATION

Have You Submitted Your AODA Compliance Report Yet?

Filing your AODA compliance report is a legal obligation under the Accessibility for Ontarians with Disabilities Act and the December 31, 2023, deadline is quickly approaching! Businesses with at least one (1) employee in Ontario must comply with the AODA. Here is what you need to know about your compliance requirements and filing the accessibility report...

— [Read More](#)

Visit Our Website >





LOCATION

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OFFICE HOURS

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

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