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# Fast Facts

BULLETIN 73 | FRIDAY, DECEMBER 29, 2023

## Happy New Year!

### Holiday Cheer from HR Performance and Results!

This holiday season, our hearts are full of gratitude and appreciation for your trust and support in us. Thank you for being a valued part of the HR Performance and Results family!

Here's to a season of joy, peace, and prosperity. We wish you a Happy New Year and all the best for 2024!



Note: The HRPAR office opens on Tuesday, January 2nd, at 8:30am.

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## Upcoming Changes in 2024

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### *Working for Workers Four Act, 2023*

Originally implemented in 2021, a Bill amending the Working for Workers Four Act passed 1st reading on November 14, 2023, which is titled Working for Workers Four Act, 2023. Currently, the Bill includes the following changes to the Act:

- Post the expected range of pay in job postings. The intent of this requirement is to help reduce the gender pay gap, while also assisting organizations to identify new hires more efficiently.
- Disclose if Artificial Intelligence is being used during the hiring process to help individuals make informed decisions.

- Not require Canadian work experience to help give newcomers in Canada a fair chance at the jobs they are qualified for.
- Increase pay for injured workers and cancer coverage for firefighters, by allowing "superindexing" increases to Workplace Safety and Insurance Board (WSIB) benefits that exceed the annual inflation rate.
- Pay restaurant and hospitality workers their wage even in the event of a customer failing to pay them for their services, such as a dine and dash event.

As of November 23, 2023, the bill is at the 2nd reading stage. Our team will keep you posted once the bill reaches Royal Assent.

To learn more about this Act, click [here](#).

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## Minimum Wages to Increase in 2024

Many provinces, along with the Federal Government, are expected to announce planned increases to their minimum wage in 2024. Please see the chart below for more information.

| <b>Province</b>                  | <b>Current Minimum Wage</b>  | <b>Notes</b>   |
|----------------------------------|--|--|
| <b>Federal*</b>                  | \$16.65 per hour   | <i>Expected to increase to \$17.17 on April 1<br/>*Applies to federally regulated employers only</i> |
| <b>Alberta</b>                   | \$15.00 per hour   |  |
| <b>British Columbia</b>          | \$16.75 per hour   |  |
| <b>Manitoba</b>                  | \$15.30 per hour   |  |
| <b>New Brunswick</b>             | \$14.75 per hour   | <i>Expected to increase to \$15.00 on April 1</i>  |
| <b>Newfoundland and Labrador</b> | \$15.00 per hour   |  |
| <b>Northwest Territories</b>     | \$16.05 per hour   |  |
| <b>Nova Scotia</b>               | \$15.00 per hour   | <i>Expected to increase to \$15.60 on April 1</i>  |
| <b>Nunavut</b>                   | \$16.00 per hour   | <i>Expected to increase to \$19.00 on April 1</i>  |
| <b>Ontario</b>                   | \$16.55 per hour<br><i>Student minimum wage - \$15.60 per hour</i> |  |
| <b>Prince Edward Island</b>      | \$15.00 per hour   | <i>Increasing to \$15.40 in April, and \$16.00 in October</i>  |
| <b>Quebec</b>                    | \$15.25 per hour   |  |
| <b>Saskatchewan</b>              | \$14.00 per hour   | <i>Increasing to \$15.00 on October 1</i>  |
| <b>Yukon</b>                     | \$16.77 per hour   | <i>Expected to increase to \$17.62 on April 1</i>  |

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## Requirements under Cold Stress

Although the weather has been mild for the start of the season, cold weather most likely is on the horizon in January and February. If you have employees who will be working outside, it is important for you to be aware of the cold stress standards. Click [here](#) to know more about cold stress.

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## CPP Contribution Rates and Maximums

Starting January 1, 2024, employers are required to apply the following rates and maximums to deduct the second additional CPP contributions on earnings above the annual maximum pensionable earnings. The following is an example of the impact of the new formula. For further information, please click [here](#).

| <b>Year</b> | <b>Additional maximum annual pensionable earnings</b> | <b>Employee and employer contributions</b> | <b>Maximum annual employee and employer contribution</b> |
|-------------|---|--|--|
| <b>2025</b> | \$79,400 <i>Estimated figure</i>                      | 4%   | \$388 <i>Estimated figure</i>                            |
| <b>2024</b> | \$73,200  | 4%   | \$188  |

## 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 do not pay taxes."

**Fact:** This is an extremely common misconception. Only "Status Indians" in very specific situations - most of the situations include living or working on reserves - are exempt from taxes. This tax exemption is a way to protect their land. Even then, the type of taxes they are exempt from differs greatly.

Furthermore, according to the [Annual Report of 2020 to the Parliament](#), only 40% of Registered Indians live on reserves, who are 3.5 times more likely than the non-indigenous population to be living in low-income situations.

More information on tax exemption can be found [here](#).

# Upcoming Training

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## Essentials of Supervision

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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](mailto:nicole@hrpar.ca).

**DATE & TIME:**

February 14, 2024 - April 3, 2024  
8:30 a.m. - 11:30 a.m.

**LOCATION:**

HRPAR Office or virtually (Zoom)

**PRICE:**

\$1,800.00 (+HST)

[REGISTER NOW](#)

## Blog

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NOVEMBER 24, 2023

EMPLOYMENT LEGISLATION

## It is Not Too Late to Submit Your Compliance Report and Stay in Legal Compliance with the AODA!

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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