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Fast Facts

BULLETIN 83 | THURSDAY, JUNE 6, 2024

Celebrating Diversity and Inclusion

As we welcome the vibrant month of June, we celebrate two significant observances: **Pride Month** and **National Indigenous History Month**. These occasions provide us with an opportunity to recognize and appreciate the rich diversity within our workforce and the broader community.

Pride Month serves as a reminder of the ongoing fight for equality and acceptance. As employers, we can actively contribute to a more inclusive workplace by educating ourselves and our employees, attending workshops and events, and creating a safe space for all individuals by reviewing company policies to ensure they are inclusive and respectful of everyone. Click [here](#) and [here](#) for some resources.

National Indigenous History Month recognizes the rich heritage, culture, and resilience of Indigenous peoples in Canada. As employers, we can honor this month by [learning and helping employees learn about Indigenous history and culture](#), supporting indigenous businesses, and beginning meetings and events with a land acknowledgement to cultivate awareness and respect. Click [here](#) for a list of some resources.

Let us continue the conversation around these important topics and take

meaningful steps towards a more equitable future. Click [here](#) to learn about the courses offered by HR Performance & Results around the topic of Diversity, Equity and Inclusion.

HRPAR Legislative Updates



Popup Webinar

HRPAR will be hosting a Legislative Updates pop-up virtual webinar in anticipation of additional changes as a result of Bill 149: Working for Workers Four Act, 2024 and newly proposed changes as a result of Bill 190: Working for Workers Five Act, 2024.



DATES & TIMES:

PRICE: \$39.00 (+HST)



JUNE 18
3:00 PM - 4:30 PM

- OR -



JUNE 20
8:30 AM - 10:00 AM

Bill 149: Working for Workers Four Act, 2024

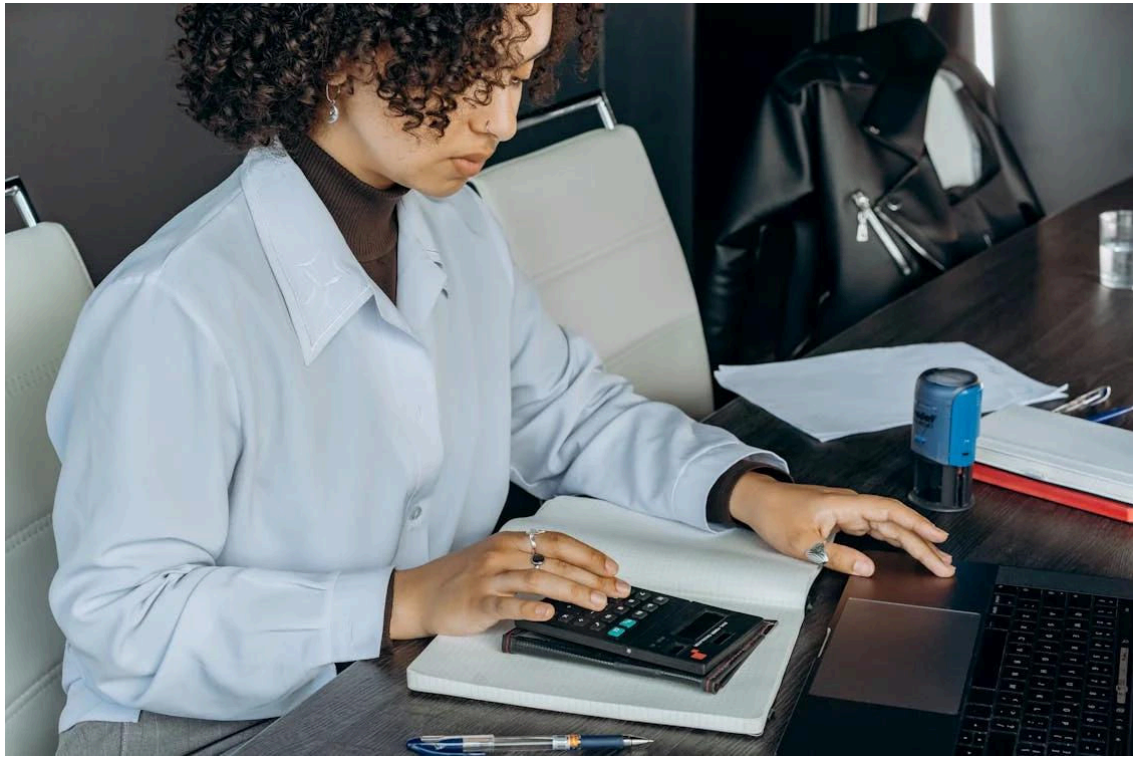
Bill 149 received Royal Assent on March 21, 2024, bringing several changes affecting job postings, the use of AI in the hiring process, “super indexing” increases to Workplace Safety and Insurance Board (WSIB) benefits, and more.

Bill 190: Working for Workers Five Act, 2024

Bill 190 has passed Second Reading. If passed, Bill 190’s amendments will introduce new obligations for employers under the ESA impacting medical notes and increased fines for ESA violations. Bill 190’s proposed changes to the OHSA will introduce new requirements impacting employers with remote workers.

REGISTER NOW

Blog



JUNE 6, 2024

HUMAN RESOURCES

Public Holiday Pay in Ontario: How to Use the Stat Pay Calculator

If you feel that determining an employee's entitled pay for statutory holidays is confusing, you're not alone. In order to ensure compliance with the Employment Standards Act (ESA), it is critically important that you know how to calculate statutory holiday pay. To do so...

— [Read More](#)

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