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BULLETIN 87 | TUESDAY, OCTOBER 29, 2024

BREAKING NEWS: Bill 190 Receives Royal Assent

Bill 190, Working for Workers Five Act, 2024 Receives Royal Assent

Late Monday evening, the much-anticipated Bill 190, Working for Workers Five Act, 2024 received Royal Assent. The statutes amended by Bill 190 include:

- Employment Standards Act, 2000 (ESA)
- Occupational Health and Safety Act (OHSA)
- Workplace Safety and Insurance Act, 1997 (WSIA)
- Building Opportunities in the Skilled Trades Act, 2021 (BOSTA)
- Fair Access to Regulated Professions and Compulsory Trades Act, 2006 (FARPACTA)
- Ontario Immigration Act, 2015

The following are the key amendments employers need to be aware of and the dates on which these changes come into effect. **Note:** additional amendments made to the above Acts can be found [here](#).

Employment Standards

Into force at date of Royal Assent (October 28, 2024)

- Increased Fines
- Sick Note Requirements

Into force at date to be named by proclamation

- Duty to Inform Applicants Interviewed
- Confirming Vacancy in Job Postings

Occupational Health and Safety Act

Into force at date of Royal Assent (October 28, 2024)

- Definition of Industrial Establishment
- Definition of Workplace Harassment
- Electronic Posting Requirements
- JHSC Meetings and Posting Requirements
- Telework in Private Residences

Into force at date to be named by proclamation

- Definition of Washroom Facility
- Washroom Facilities

For further details on these amendments, [Click Here](#).

We will continue to update you as more information is released and will host a ***Legislative Updates Webinar*** to answer any outstanding questions once we receive more information on the amendments. Our team will keep clients up to date on any policy and/or training updates required.

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

As we approach November, we take time to honor the brave individuals who have served our country. National Indigenous Veterans Day on November 8th is a day to commemorate the sacrifices and contributions of Indigenous Veterans. Their courage and dedication often come with challenges of equality and recognition, making it crucial for us to

acknowledge their heroism and unwavering determination as part of our journey towards reconciliation.

On November 11th, we observe Remembrance Day, a solemn occasion to honor all military personnel who have fought for our freedom. This Veteran's Week, let us wear a poppy as a symbol of remembrance, support Indigenous causes, [educate](#) ourselves, and participate in [local events](#) to pay our heartfelt respects. These days remind us of the deep gratitude we hold for their selfless sacrifices and the importance of striving for a world where peace and harmony prevail.

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 principles 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, CHRP at nicole@hrpar.ca.

DATE & TIME:

January 29 - March 5, 2025

8:30 a.m. - 12:30 p.m.

LOCATION:

HRPAR Office or virtually (Zoom)

PRICE:

\$1,800.00 (+HST)

[REGISTER NOW](#)

Blog



OCTOBER 29, 2024

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OFFICE HOURS

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