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Bill 229: Working for Workers Six Act, 2024 - Second Reading

Building on the previous five Working for Workers Acts, on November 27, the Ontario Government introduced Bill 229: Working for Workers Six Act, 2024, which proposes further changes to key pieces of employment legislation including, but not limited to the ESA, OHSA, and WSIA.

This new legislation builds on previous efforts to enhance worker protections and promote a fair and inclusive work environment across the province. If passed, the Act will introduce the following amendments:

Employment Standards Act

- A 16-week parental leave for parents through adoption and surrogacy, which aligns with the upcoming federal changes to create employment insurance (EI) benefits for adoption, and
- A 27-week long-term illness leave for workers unable to work due to a serious medical illness as defined by a medical practitioner, such as Crohn's or cancer.

Occupational Health and Safety Improvements:

- New measures include stricter penalties for employers who violate health and safety regulations, with mandatory minimum fines of \$500,000 for corporations convicted of repeated offences within a two-year period.
- The Act also mandates properly-fitting Personal Protective Equipment (PPE) for women in all sectors, aiming to bring more women into the trades.

Workplace Safety and Insurance Act:

- The Government aims to allocate \$400 million to enhance health and safety programs for employees and employers developed by the Workplace Safety and Insurance Board (WSIB), prioritizing mental health, preventative and chronic injury care and recovery.

HRPAR will continue to provide updates on the status of Bill 229. We will also host a legislative updates webinar when more information becomes available.

For more information on Bill 229, click [here](#).

Cyber Security Awareness

With the increasing ease of access to information that technology brings, cybersecurity should continue to be top of mind for employers. It is critically important that employers emphasize the importance of data protection and to provide training to employees on how to recognize phishing scams and other cyber security risks. [Click here](#) to visit our blog to learn more about what you can do to stay vigilant.

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:

May 7 - June 18, 2025
8:30 a.m. - 12:30 p.m.

LOCATION:

HRPAR Office or virtually (Zoom)

PRICE:

\$1,800.00 (+HST)

[REGISTER NOW](#)

Blog



NOVEMBER 22, 2024
HEALTH & SAFETY

Cybersecurity: Protecting your Workplace in the Digital Age

The digitization of our world comes with many benefits, especially for businesses. However, our acceleration in technological advancements has also increased the prevalence and impact of cybercrime. As our systems continue to become more intricate and powerful, so do the tools that cybercriminals develop. It is vital for business owners to...

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