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Fast Facts

BULLETIN 89 | MONDAY, DECEMBER 16, 2024

Recent Updates

Happy Holidays from HR Performance & 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 2025!



Note: The HRPAR Office will be closed for the holidays from 12:30 PM on December 24 - December 29 and on January 1.

Working for Workers Updates

Over the last several years, a series of Working for Workers Acts aimed at addressing and improving working conditions for Ontario workers have been passed. The following are a few key updates on the Acts.

Working for Workers Four Act, 2024 (Bill 149) and Working for Workers Five Act, 2024 (Bill 190)

In March and October of 2024, both bills received royal assent amending employment-related legislation in Ontario. Key provisions of the Acts were to be proclaimed into force at a later date.

On December 3, 2024, the Ontario government released the dates these amendments will come into force and published regulations for implementing these amendments, with the majority occurring in July 2025 and January 2026. Further details can be found in the following regulations:

Employment Standards Act

- Job posting requirements [O. Reg. 476/24](#)
- Duty to inform candidates [O. Reg. 476/24](#)
- Employment information [O. Reg. 477/24](#),

Occupational Health and Safety Act

- Washroom Facilities [O. Reg. 480/24](#) and [O. Reg. 482/24](#)

Working for Workers Six Act, 2024 (Bill 229)

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

As of December 16, the Bill has reached the Third Reading stage. We will continue to provide updates on the status of Bill 229.

HRPAR will continue to facilitate Legislative Updates Pop-up Webinars in 2025 as new information becomes available and these in force dates approach.

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:

Contact a team member today for more information.

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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OFFICE HOURS

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

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