



# Fast Facts

BULLETIN 103 | THURSDAY, SEPTEMBER 18, 2025

## Legislative Updates

### AED Requirement on Construction Projects

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Under Ontario's Occupational Health and Safety Act, construction projects that are expected to last more than three (3) months will be required to install and maintain an Automated External Defibrillator (AED), along with all necessary accessories to use this device. This requirement stems from a recent amendment to the [Construction Projects Regulation](#), and will take effect on January 1, 2026.

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### Ontario's "As of Right" Framework

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Starting January 1, 2026, Ontario's ["As of Right" framework](#) will streamline the hiring process for certified professionals from other Canadian provinces and territories. Under this new approach:

- Upon submitting their registration documents to the Ontario regulatory authority, individuals will receive confirmation within 10 business days that they are deemed to be certified and can start working in the province, without waiting for full registration.
- While completing the registration process, eligible professionals would be able to work for up to six months.

This applies to over 300 certifications in regulated, non-health professions like engineering, architecture, construction, and manufacturing. For employers, this framework means reduced hiring delays and administrative barriers, and faster access to skilled talent.

## Increase in Minimum Wage

Many provinces/territories have announced increases to their minimum wage. Please see the chart below for more information.

<u>Province/Territory</u>	<u>Current Minimum Wage</u>	<u>Notes</u>
<b>Manitoba</b>	\$15.80 per hour	<i>\$16.00, effective October 1, 2025</i>
<b>Northwest Territories</b>	\$16.95 per hour	<i>Effective as of September 1, 2025</i>
<b>Nova Scotia</b>	\$15.70 per hour	<i>\$16.50, effective October 1, 2025</i>
<b>Nunavut</b>	\$19.75 per hour	<i>Effective as of September 1, 2025</i>
<b>Ontario</b>	\$17.20 per hour	<i>\$17.60, effective October 1, 2025</i>
<b>Prince Edward Island</b>	\$16.00 per hour	<i>\$16.50, effective October 1, 2025</i>
<b>Saskatchewan</b>	\$15.00 per hour	<i>\$15.35, effective October 1, 2025</i>

## National Day for Truth and Reconciliation

National Day for Truth and Reconciliation is observed on September 30th. We have included some resources for you and your team below, including videos, webinars, and books by Indigenous people. You can also join us on September 30 in wearing the colour orange to raise awareness about the history and legacies of the residential school system in Canada.

## Resources

1. [Lunch and Learns](#) by The National Centre for Truth and Reconciliation

From September 22-26, 2025, daily lunch and learns webinars will be hosted virtually over Zoom, and streamed to YouTube. Registration required.

2. [Assembly of First Nations It's Our Time Toolkit](#)

Learn about the stories of Indigenous peoples and access tools to help you reflect on the intergenerational harm that Indian Residential Schools have caused.

3. [A Steady Brightness of Being](#), edited by Sara and Stephanie Sinclair

This book is a collection of letters from Indigenous writers, activists, and thinkers, to their ancestors, to future generations, and to themselves.

4. [Indigenous Feature Films](#)

Reel Canada provides a selection of diverse feature films created by Indigenous filmmakers from across Canada.

5. **Namwayut: We are all one. Truth and Reconciliation in Canada**

Chief Robert Joseph speaks about his experience attending a residential school as a child. **Warning:** video contains upsetting content.

6. **Reserve 107: Reconciliation on the Prairies**

This documentary is about an old injustice and how it is providing new opportunities for dialogue, friendship and a fierce determination to right the wrongs of the past.

## Events Calendar

Back-to-school season is here! Have you thought about training opportunities for your team? Check out our events and workshops designed to help your team lead and grow.



### Why Can't I Just Hire Them?

THE ART OF EFFECTIVE INTERVIEWING

During this interactive workshop, participants will practice the art of designing effective interview questions to ensure that they are hiring top talent using practical tips and strategies for immediate application in their workplace.

**DATE & TIME:**

Thursday, September 25  
9 AM - 12:30 PM

**LOCATION:**

Virtual (Zoom)



### The Resilient Workplace

NAVIGATING CHANGE & FUTURE-  
PROOFING YOUR BUSINESS

HRPAR is pleased to present at The Resilient Workplace! Join us for a day of insightful discussions focused on critical business trends. This event will equip you with valuable tools to promote growth and enhance resiliency in today's dynamic business landscape.

Register at [resilientworkplace.eventbrite.com](https://resilientworkplace.eventbrite.com) >

**DATE & TIME:**

Thursday, October 23  
7:45 AM - 4 PM

**LOCATION:**

Sandbox Centre  
24 Maple Ave. Barrie, ON



## Why Can't I Just Fire Them?

YOU CAN - BUT IT WILL COST YOU!

During this practical, interactive workshop, participants will learn how to manage the risks associated with managing difficult employment related matters and possible termination outcomes.

### DATE & TIME:

Thursday, November 20  
9 AM - 12:30 PM

### LOCATION:

Virtual (Zoom)

[CLICK HERE TO REGISTER](#)

Interested in customized training programs for your company? [Click here to learn more!](#)

## Blog



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[HUMAN RESOURCES](#)

### DEI

#### 3 WAYS IT SUPPORTS BUSINESS GROWTH

DEI stands for Diversity, Equity, and Inclusion. It is also known as EDI, or DEIB when efforts are made to encourage belonging. From an employment perspective, DEI is intended to...

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#### LOCATION

151 Ferris Lane, Suite 401, Barrie, ON, L4M 6C1

Barrie (705) 719-7962

Toronto (416) 987-4163

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