



Fast Facts

BULLETIN 99 | TUESDAY, JUNE 17, 2025

Legislative Updates

Bill 30: Working for Workers Seven Act, 2025

Building on the previous six Working for Workers Acts, on May 28, 2025, the Ontario Government introduced [Bill 30: Working for Workers Seven Act, 2025](#), 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 create safer workplaces. If passed, the Act will introduce the following amendments:

Employment Standards Act (ESA):

- Job posting platforms will be required to have a mechanism or procedure in place for the users of the platform to report fraudulent publicly advertised job postings, along with a written policy about fraudulent job postings and how such a posting will be addressed. **Please note** that this requirement is only applicable to individuals who operate a "job posting platform", not to an employer who uses their online platform to advertise job postings for their own organization.
- If 50 or more employees receive a notice of termination, they would be entitled to 3 unpaid days of leave of absence to engage in

activities related to obtaining employment.

- In certain circumstances, an extended lay-off lasting between 35 and 52 weeks within a consecutive period of 78 weeks would be permitted, provided both the employer and the employee agree to it. The employer must also apply to the Director of Employment Standards for approval.

Occupational Health and Safety Act (OHSA):

- Eligible employers would be able to reimburse the cost of automated external defibrillators (AEDs) through the WSIB.
- Inspectors would be authorized to issue administrative penalties for non-compliance.

Workplace Safety and Insurance Act (WSIA):

- Employers will be prohibited from making false or misleading statements to the WSIB regarding an individual's claim for benefits under the insurance plan.
- Failure to calculate and pay premiums to the WSIB by an employer would be considered an offence and may result in administrative penalties.
- The maximum fines for persons who are convicted of two or more counts of the same offence in a single proceeding, will be raised to \$750,000 for each conviction.

HRPAR will continue to provide updates on the status of Bill 30. For more information on Bill 30, click [here](#).

If you have any questions or require support, please [reach out to an HRPAR team member](#) today.

Reminder

As per the previous Working for Workers Acts, the following amendments are soon to come into effect:

- The new long-term illness leave comes into force **June 19, 2025**
 - Requirements regarding providing certain information to a new employee comes into effect **July 1, 2025**
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Celebrating National Indigenous History Month

National Indigenous History Month (NIHM) is celebrated every June to recognize and honour the cultures, traditions, and history of First Nations, Inuit and Métis across Canada. We encourage everyone to take time to learn and support Indigenous voices.

Click [here](#) to learn more about the NIHM and for some resources on how you can get involved. To explore the local events happening in Ontario, click [here](#).

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:

September 17 - October 29, 2025

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

LOCATION:

HRPAR Office or virtually (Zoom)

PRICE:

\$2,500.00 (+HST)

[REGISTER NOW](#)

Blog



JUNE 12, 2025

[HIRING](#)

Psychometric Assessments: 3 Ways They Improve Hiring Decisions

Incorporating a psychometric assessment into your organization's recruitment and selection process has multiple benefits. It can maximize your chance of

hiring an employee who has the knowledge, skills, abilities (and core functional interests) to perform their role effectively and remain with your organization for the long term.

Moreover, psychometric assessments can...

— [Read More](#)

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LOCATION

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OFFICE HOURS

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

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