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BULLETIN 108 | WEDNESDAY, DECEMBER 3, 2025

## Bill 30 Receives Royal Assent

On November 27, 2025, Working for Workers Seven Act, 2025 (Bill 30) received Royal Assent. The statutes amended by Bill 30 include the Employment Standards Act, the Occupational Health and Safety Act, and the Workplace Safety and Insurance Act. The following are the key amendments employers need to be aware of and the dates on which these changes come into effect.

### Employment Standards Act

In force effective immediately (November 27, 2025):

- ***Job Seeking Leave***
  - 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.
- ***Extended Layoffs***
  - 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.

Coming into force on January 1, 2026:

- ***Job Posting Platform Requirements***

- 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.

In addition to the new requirements introduced by Bill 30, several provisions from earlier Working for Workers Acts will also come into effect on January 1, 2026. These are outlined below.

- ***Confirming Vacancy in Job Postings***

- Publicly advertised job postings must include a statement disclosing whether the posting is for an existing vacancy or not, along with any additional information required by regulation. Exceptions to this requirement may be defined in regulation.

- ***Job Postings***

Publicly advertised job postings must:

- Include expected compensation for the advertised position or the range of expected compensation for the position.
- Disclose whether the employer uses artificial intelligence (AI) to screen, assess or select applicants for the position.
- Not include any job requirements related to Canadian experience. This prohibition on Canadian experience job requirements also applies to job application forms.

- ***Duty to Inform Applicants Interviewed***

If an employer interviews an applicant for a publicly advertised job posting:

- The employer must, within 45 days of an applicant's interview, advise the applicant of whether a hiring decision has been made in respect of the position. This information may be provided in person, in writing or by using technology.
- The employer must retain copies of advertised job postings and associated application forms for three years.

Click [here](#) for further details about the rules and exemptions regarding job postings.

## Occupational Health and Safety Act

In force effective immediately (November 27, 2025):

- ***Reimbursement of Defibrillators***

- Eligible employers would be able to reimburse the cost of automated external defibrillators (AEDs) through the WSIB.

- ***Administrative Penalties***

- Inspectors would be authorized to issue administrative penalties for non-compliance.

Coming into force on January 1, 2026, several changes from earlier Working for Workers Acts will also take effect:

- ***Washroom Facilities***

- Cleaning records must be maintained and document the date and time of the two most recent cleanings for each washroom facility.
- These records may either be (1) physically posted in a conspicuous location near the washroom facilities, or (2) made available electronically, provided workers receive clear instructions on how and where to access this information.
- ***Personal Protective Equipment***
  - Requires employers to ensure that PPE that is provided, worn or used is a proper fit and is appropriate in the circumstances, having regard to all relevant factors, including such factors as may be prescribed.

## Workplace Safety and Insurance Act

In force effective immediately (November 27, 2025):

- ***False Statements***
  - Employers will be prohibited from making false or misleading statements to the WSIB regarding an individual's claim for benefits under the insurance plan.
- ***New Offence and Penalties***
  - Failure to calculate and pay premiums to the WSIB by an employer would be considered an offence and may result in administrative penalties.
  - Employers must keep precise wage records and produce them upon request. Failure to do so may result in administrative penalties.
- ***Increased Fines***
  - 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.

Our team will keep clients up to date on any policy and/or training updates required. If you have any questions or require assistance, [contact us](#) today or click [here](#) for further details on Bill 30.

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## Holiday Party: Tips and Strategies

With the holiday season upon us, employers have an opportunity to celebrate their teams' achievements and show gratitude. By prioritizing safety, inclusivity, and professionalism, you can host a holiday party that brings joy and strengthens workplace culture. Below are recommended best practices to achieve this:

- Have a drug and alcohol policy that sets out expectations regarding responsible and professional conduct. Consider reminding employees before each relevant event
- Prohibit drinking games or contests that promote excessive consumption
- Consider a drink ticket system or drink limit per person instead of open bar
- Provide non-alcoholic alternatives. If you plan to serve alcohol, provide food as well
- Arrange for safe transportation home, and do not allow an impaired employee to drive from the event. Contact the police if they insist
- Choose a date and time that doesn't conflict with other major religious holidays or holy days

- Use inclusive language. For example, instead of wishing employees “Merry Christmas”, consider saying “Happy Holidays” to ensure everyone feels recognized and included
- Choose a venue that is accessible to persons with disabilities
- Respect an employee’s decision to opt out

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Keep an eye out for our 2026 Training Calendar - it's coming soon!

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## Blog

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SEPTEMBER 12, 2025

HUMAN RESOURCES

### DEI

#### 3 WAYS IT SUPPORTS BUSINESS GROWTH

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