

Ontario

LAWS & ANNOUNCEMENTS

PPE

Mar 18: Newly proposed OHS regulations would require workers at construction project who are exposed to risk of side impact to wear Type 2 protective headwear that meets CSA Z94.1, ANSI Z89.1, or another standard providing at least equivalent protection. The headwear must also have chin straps or other means of retention if there's risk of dislodgement.

Action Point: Use the OHSI PPE Head Protection Compliance Game Plan to prevent head injuries and OHS penalties at your workplace.

Transportation Safety

Mar 23: Newly tabled Bill 93, aka *Truck Driver Training Schools Accountability Act*, would require government agents to inspect driving schools that provide truck driver (Class A) training programs and provide inspection reports to the Minister of Transportation who would then have to publish the inspection results.

Action Point: Find out how to implement an inspections policy in case government inspectors show up at your door.

Transportation Safety

April 23 is the deadline to email feedback on the Ministry of Transportation's proposal authorizing the imposition of administrative monetary penalties for certain commercial and passenger offences in violation of the *Highway Traffic Act* and *Towing and Storage Safety and Enforcement Act*.

Emergency Response

Mar 31: Ontario says it's prepared for the 2026 wildland fire season that officially began on April 1 and lasts until October 31. In addition to hiring 68 new permanent staffers, the province has increased pay for wildland firefighters, pilots, aircraft maintenance engineers, and other critical staff.

Action Point: With the wildfire season officially underway, it's important to implement a Wildfire Smoke Protection Game Plan to guard your workers against smoke exposure, both indoors and outdoors.

New Laws

Mar 30: Ontario signed a historic partnership agreement with the federal government that provides for \$8.8 billion in joint funding over 10 years to support housing-enabling infrastructure investments for Ontario municipalities that reduce and maintain low development charges (DCs), as well as a Harmonized Sales Tax (HST) rebate to incentivize new home construction. The new infrastructure funding will offset much of the financial impact of DC reductions on municipalities.

New Laws

Apr 2: The new Ontario budget calls for cutting the provincial small business

corporate income tax (CIT) from 3.2% to 2.2% over the next three years. The government contends that the cut would provide more than 375,000 Ontario small businesses up to \$5,000 in tax relief each year.

Training

Mar 10: The federal government announced that it will invest \$228 million over the next three years to fund the Canada-Ontario Workforce Tariff Response, enabling up to 27,000 workers across the province in key sectors affected by US tariffs, including softwood lumber, steel, and automotive manufacturing. As part of the initiative, Ontario will deliver targeted programs through its [Skills Advance Ontario \(SAO\)](#) program designed to help workers stay employed, retrain, upskill, and move into new in-demand jobs, while helping employers retain experienced staff. SAO will also support workforce development in high-growth sectors such as health care, skilled trades, energy, and natural resources.

Privacy

Mar 13: Ontario is modernizing its protocols for public sector disclosure of personal information and sensitive data and response to Freedom of Information (FOI) requests. The new framework will be better suited to ensure privacy and cyber security in a digital world than the analog system it's replacing.

Environmental

Apr 2: From now through May 2, the Ontario Ministry of the Environment will hold public consultations on [proposed changes](#) to the *Resource Recovery and Circular Economy Act, 2016* (RRCEA) regulations governing the disposal and recycling of tires and hazardous and special products. Among other things, the Ministry wants to eliminate the current \$1 million cap on Administrative Monetary Penalties for RRCEA violations.

CASES

Material Handling: Maintenance Contractor Fined \$80,000 for Failure to Brace Furnace Pipe

A worker hired to perform maintenance at an industrial facility got injured after being hit by a pipe that fell during a furnace installation operation. The victim's employer was fined \$80,000 after pleading guilty to failing to ensure that every part of the project, including a temporary structure, was adequately braced to prevent any movement that could affect the pipe's stability or cause its failure or collapse [*Trade-Mark Industrial Inc.*, [MOL Press Release](#), March 30, 2026].

Action Point: Falling equipment and materials are a frequent source of serious injury and OHS orders and penalties. Find out how to implement an effective [Materials Stacking Safety & Compliance Gameplan](#) at your workplace.

Infectious Illness: High Court Okays COVID Negligence Class Action Against Nursing Home

Seventy-three long-term care residents died of COVID during a six-week period in 2021. The victims and their families filed a class action lawsuit accusing the facility of gross negligence in failing to properly plan and implement policies and procedures to respond to the COVID pandemic. The lower court concluded that there were enough common legal issues, including whether the facility's failure to protect the residents amounted to gross negligence, to justify allowing the case to go forward as a class action. The Ontario Court of Appeal upheld the ruling. In addition to having to now face a class action, the facility was ordered to pay \$35,000 to cover the legal costs of the appeal [[Head v. 859530 Ontario Inc.](#), 2026 ONCA 231 (CanLII), March 31, 2026].

Action Point: This is a very concerning case for employers to the extent it signals that the door is open to private lawsuits, including class actions, against for negligently failing to prevent people at the worksite or facility against COVID-19 and other infections. That's especially true in the majority of Canadian jurisdictions that did not pass COVID immunity legislation for business and land owners. Of course, COVID immunity won't help against measles and other infectious illnesses on the spread. Find out how to use the [OHSI Infection Exposure Control Plan](#) to protect workers from infectious illness.

Return To Work: Forcing Worker to Return to Office Full Time Is Disability Discrimination

An Ontario Power Generation (OPG) analyst suffering from anxiety, panic disorder, and other severe disabilities wanted to work from home five days a week. OPG insisted he was fit to return to the office and denied the request. The union accused OPG of violating its duty to reasonably accommodate the analyst; OPG argued that agreeing to a full-time home arrangement would be undue hardship. Based on the medical expert testified that the analyst wasn't just being stubborn. He really was severely disabled and incapable of working in an office environment full time. By the same token, it was impossible to assess his full capabilities unless and until he optimized his treatment and changed his medications. In the end, the Ontario arbitrator ruled that OPG could require him to work in the office only one day a week and had to pay him for the losses he incurred as a result of being forced to take sick leave [[Ontario Power Generation v Power Workers' Union](#), 2026 CanLII 27365 (ON LA), March 24, 2026].

Action Point: The moral of this case is that failing to accommodate the needs of injured workers may lead to liability under not just workers' comp but also human rights laws, specifically the duty to make reasonable accommodations for disabilities. Find out how to implement a legally sound [Return to Work Compliance Game Plan](#) for injured workers.

Discrimination: Duty to Accommodate Doesn't Apply to Ex-Employees

Uber permanently removed a driver from its platform due to problems with his registration and licensing information. After fixing the problem and getting the right licence, the driver sent Uber an "Apology Letter" and asked to be reactivated. Uber said no. The driver then sued Uber for disability discrimination. The Ontario Human Rights Commission dismissed the claim. Even if the driver did have a disability entitling him to reasonable accommodation, Uber's alleged violations all occurred after his account had already been deactivated for what the driver acknowledged

were legitimate, nondiscriminatory reasons. It was only after the employment relationship ended when Uber's accommodation obligations ended that he told the company about his disability [*Ahammad v. Uber Canada Inc.*, 2026 HRTO 409 (CanLII), March 11, 2026].