

Ontario

LAWS & ANNOUNCEMENTS

Fall Protection

August 21: August 21 is the last day [to comment](#) on a proposed [new OHS regulation](#) governing use of rope access at all workplaces the *OHS Act* covers. Rope access, which current OHS regulations don't expressly address, enables workers to work from heights using ropes as the primary means of support, work positioning, and fall prevention.

Action Point: Find out how to implement a legally sound [Fall Protection Compliance Game Plan](#) at your site.

Transportation Safety

Jul 27: The Ontario Ministry of Transportation (MTO) ended public consultations on a [proposal](#) to open existing and future high-occupancy vehicle (HOV) lanes to single-occupant vehicles (SOVs) during off-peak hours. **Exception:** Certain vehicles would continue to be restricted from using HOV lanes at all times, including heavy commercial vehicles and any combination of a commercial motor vehicle and a towed vehicle greater than 6.5 metres in length

Training

Jul 27: Ontario and Ottawa announced a joint investment of over \$7.2 million through the Canada-Ontario Workforce Tariff Response program to help more than 500 workers across northern Ontario upgrade their skills and transition into in-demand careers. Ontario will deliver the funding through [Skills Advance Ontario](#), which partners with employers and training providers to help workers transition into sectors driving economic growth.

Action Point: Find out [how tariffs will affect your OHS program](#).

New Laws

Jul 14: Ontario launched public consultations seeking feedback on ways to simplify the Building Code and make compliance easier, cheaper, and less burdensome. Deadline to [comment](#): August 15.

New Laws

Jul 20: Downsview Aerospace Innovation & Research (DAIR) will receive nearly \$2.6 million through the Trade-Impacted Communities Program (TICP) for initiatives to support workers and industries in Ontario's aerospace and defence sectors. Incorporated in 2020, DAIR is a not-for-profit collaborative research and innovation consortium that offers mentorship opportunities. Key programs include the DAIR Green Fund promoting aerospace research and development projects, the Supplier Development Initiative supporting SMEs, and the Defence Readiness Program supporting defence contract procurement and global supply chain security.

Workers' Compensation

Aug 10: The Ontario Workplace Safety and Insurance Board (WSIB) finalized revision of its rules governing workers' compensation coverage of costs incurred by injured workers for independent living. The new rules will affect nine separate [WSIB policies](#)—17-06-01 to 17-06-09. Effective date: September 21, 2026.

Workers' Compensation

Jul 22: The WSIB's newly published [Second Injury and Enhancement Fund value-for-money audit](#) concludes that the program no longer supports its intended purpose of removing employment barriers for people with pre-existing disabilities or supporting the return-to-work and recovery outcomes injured people need. The audit also finds that the program no longer provides meaningful or equitable cost relief to businesses due to its failure to keep pace with changes to how claims and premiums are managed. The agency is taking steps to address the issues.

Environmental

Jul 29: Ontario is proposing new *Conservation Authorities Act* regulations to establish a method for determining how many members participating municipalities appoint to regional conservation authorities and establish additional ineligibility criteria for appointments to the board of the Ontario Provincial Conservation Agency. Deadline [to comment](#): September 12.

CASES

Due Diligence: Owner Who Notified Contractor of Site Hazards Not Guilty of OHS Violations

A contractor hired by the City of Sudbury to repair silos at the historic Flour Mill site brought in a mobile elevating work platform to do the work. As the main basket was descending, the left front wheel sank into an old, covered drinking fountain service box causing the basket to tip over and crash to the ground resulting in serious injuries to the worker inside. An Ontario trial court found the City guilty of two OHS violations stemming from its failure to tell the contractor about the presence of underground structures at the site—namely, failure as an employer to: i. provide necessary safety information, instruction, and supervision; and ii. acquaint a worker with any hazard in the work. But the appeals court overturned both convictions, finding that the City exercised due diligence to prevent the violations. Although it didn't do a walkaround of the entire site due to the overrun of vegetation that the contractor was hired to fix, the City did notify it that there was a fountain box with pipes underground. Even if conditions had allowed for walking the entire site, the underground structure that caused the accident wouldn't have been discovered because it was buried under topsoil. Thus, the City did make all reasonable efforts to provide information and a safe work site and wasn't guilty of either charge [[Ontario \(Ministry of Labour, Immigration, Training and Skills Development\) v. Greater Sudbury \(City\)](#), 2026 ONSC 3671 (CanLII), July 10, 2026].

Action Point: The moral of the case is that hiring contractors to carry out projects at your site doesn't relieve you of responsibility for injuries and safety incidents that occur during the work, especially when those injuries and incidents are the result of hazardous conditions on the property. Luckily, the City was able to avoid liability by

proving that it exercised due diligence in warning the contractor of the danger. Find out how to use due diligence when entering into [contractor agreements at](#) your site.

Drugs & Alcohol: OK to Terminate Safety-Sensitive Worker for Refusing Post-Incident Testing

A mine operator demanded that an experienced heavy equipment operator undergo post-incident drug testing right after failing to follow lockout procedures. The worker refused. A week later, he got his termination notice. The Ontario arbitrator found just cause to terminate. Disobeying the lockout rules was a serious safety violation justifying post-incident testing. And refusing a valid testing order was a serious violation of the company's fitness for duty policy. True, the operator did have a good 11-year service record. But reinstating him would send the wrong safety message and encourage other impaired workers to refuse drug and alcohol testing reasoning that while termination would be the result of testing positive, refusing to test might lead to lesser discipline [*Dome Mine Limited v United Steelworkers, Local 7980*, 2026 CanLII 78264 (ON LA), July 31, 2026].

Action Point: The key to the case is that the mine's no-drug and testing policy but the clear understanding that workers who perform safety-sensitive jobs must be fit for duty at all times. Find out how to create a legally sound [Substance Abuse & Fitness Duty for Policy](#) at your workplace.

Machine Safety: Recycler, Employment Agency Fined \$265,000 for Temporary Worker's Machine Death

An employment agency worker using a rake to remove debris from between the rollers and belt of an unguarded conveyor system on a cardboard baling line at a recycling facility got pulled into the machine and suffered fatal injuries. The recycling facility was fined \$250,000 after pleading guilty of one OHS violation—failure to ensure that the conveyor was stopped and blocked during maintenance work; the employment agency was also fined \$15,000 for failing to ensure the work area was free of debris [*Nexcycle Industries Inc., and Connect Place Inc.*, [MOL Press Release](#), July 6, 2026].

Action Point: It's noteworthy that the victim in this case was a temp. Find out more about your [OHS duties to protect temporary workers](#).

Traffic Safety: Shunt Truck Moving in Reverse Runs Over Worker Resulting in \$200,000 Fine

A worker performing safety checks on a shunt truck used to move trailers around the loading docks was critically injured after being hit by a trailer that a shunt truck was moving while operating in reverse. The shunt truck operator didn't see the worker because of a blind spot at the back of the trailer. The victim's employer was fined \$200,000 after pleading guilty to failing to ensure that all lighting connections between a shunt truck and trailer were connected before the trailer was moved [*EarthFresh Farms Inc.*, [MOL Press Release](#), July 22, 2026].

Action Point: Don't let this happen to you. Find out how to implement an effective [Powered Mobile Equipment Operation Policy](#) at your workplace.

Powered Mobile Equipment: Improper Use of Forklift to Transport Worker Results in Death, \$195,000 in Fines

A worker uses a piece of mobile equipment called a Raymond order picker to help a truck driver get down from the truck bed he's climbed approximately 51 inches above the ground to secure the load. But the worker isn't designed to use the equipment and the driver falls from the ground suffering fatal injury. The owner of the site where the incident occurred is fined \$175,000 for failing to ensure that mobile equipment only be used to transport a person, other than the operator, when that person is seated in a permanently installed seat. The worker was also fined \$20,000 [*Ralston Metal Products Limited*, [MOL Press Release](#), July 7, 2026].

Action Point: OHS requirements for Powered Mobile Equipment vary significantly by province. And that makes compliance challenging, especially for companies that operate in multiple jurisdictions. Get a handy [summary of the PME requirements in each part of Canada](#).

Powered Mobile Equipment: Lack of a Signaler Leads to Fatality, \$130,000 Fine

A front-end loader operator looking over the right shoulder while moving in reverse doesn't see a co-worker approaching the path of travel from the left. The crash that ensues proves fatal to the worker on foot. The victim's employer is fined \$130,000 for failing to ensure that a signaler was in place; a worker was also fined \$15,000 for not ensuring the operator with an obstructed view was assisted by a signaler while moving in reverse [*1838107 Ontario Ltd., operating as Agro Acres*, [MOL Press Release](#), June 2, 2026].

Action Point: OHS requirements for Powered Mobile Equipment vary significantly by province. And that makes compliance challenging, especially for companies that operate in multiple jurisdictions. Get a handy [summary of the PME requirements in each part of Canada](#).