

Ontario

LAWS & ANNOUNCEMENTS

OHS Enforcement

May 4: New employment legislation, [Bill 105](#), the *Protecting Ontario's Workers and Economic Resilience Act, 2026* (POWER Act), would amend the *Occupational Health and Safety Act* to permit the Chief Prevention Officer (CPO) to collect personal information about workers' exposure to a physical, chemical, or biological agent for purposes of maintaining a worker occupational exposure registry.

OHS Enforcement

Mar 31: Ontario employers that receive administrative monetary penalties for an OHS violation must submit the new Ontario Labour Relations Board (OLRB) Form A-154 to appeal the penalty. The government and any other party identified in the application or response, must then file its response within 21 calendar days before the scheduled hearing date.

Action Point: Find out about the current [Administrative Monetary Penalty rules](#) for OHS violations across Canada.

PPE

May 4: [Bill 105](#), which is in Second Reading, would empower the Ministry of Labour (MOL) to recognize standards for training, PPE, and other equipment that comply with requirements in another Canadian jurisdiction as being in compliance with Ontario OHS regulations. The Bill also allows the MOL to reimburse employers and constructors for the cost of purchasing protective headwear required by the law.

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

Transportation Safety

Apr 22: The Ontario Ministry of Transportation launched public consultations on [proposed](#) updates to regulations governing power-assisted bicycles, aka e-bikes. Among other things, the regulations clarify that moped/scooter- or motorcycle-style electric motor vehicles would only be permitted on roads if they meet the requirements of an existing motor vehicle class (e.g., motorcycle, limited-speed motorcycle, or motor-assisted bicycle) under the *Highway Traffic Act*. Deadline to comment: June 8.

Retaliation

May 4: The [Bill 105](#) employment reform legislation working its way through the Ontario Assembly would provide new reprisal protections to retirement home workers and health professionals who report resident harm or risk to the Retirement Homes Regulatory Authority (RHRA) Registrar.

Action Point: Find out how to [avoid reprisals liability](#) when disciplining workers for safety violations

New Laws

Apr 24: Ontario's newly passed budget legislation ([Bill 97](#)) cuts the small business corporate income tax (CIT) from 3.2% to 2.2% over the next three years. The government claims that the 31.25% CIT rate cut will provide over 375,000 Ontario small businesses up to \$5,000 in tax relief each year.

New Laws

Apr 24: The [Bill 97](#) budget legislation that just received Royal Assent amends the *Retail Business Holidays Act* to allow retail business establishments to open on Victoria Day, provided they pay employees who work the day time-and-a-half premium pay, in addition to full public holiday pay. Retail employees will still have their ESA rights to refuse work on a public holiday.

New Laws

Mar 25: The newly tabled *Anti-Scab Labour Act* ([Bill 96](#)) would ban employers from replacing striking or locked-out employees with replacement workers except in specified emergency situations. Context: These prohibitions were originally incorporated into the *Labour Relations Act* in 1992 before being repealed three years later.

New Laws

May 4: The Ontario Assembly introduced the *Fair Prices and Tax-Free Groceries Act, 2026* ([Bill 113](#)) the Act requiring the government to create a plan to address the affordability of all food products and non-alcoholic beverages and ensure residents have access to food at fair, stable, and transparent prices. As part of the plan, the Minister of Finance would be required to take all necessary steps toward removing the HST on food products and non-alcoholic beverages.

Training

Apr 15: The Workplace Safety and Insurance Board (WSIB) announced that it will invest \$125 million to build a new, state-of-the-art Ontario Mine Rescue Training Institute in Sudbury. The 120-acre institute will deliver advanced, hands-on training in realistic underground and surface mining environments to over 540 mine rescue and fire responder volunteers each year.

Privacy

Apr 11: Newly published Digital Security [regulations](#) require Ontario public hospitals, schools, and other specified public sector entities to implement a cyber security program that provides for the: i. appointment of an employee primary point of contact and alternative; ii. performance of an annual cyber security maturity assessment; iii. submission of a cyber security maturity assessment summary; and iv. the reporting of "critical cyber security incidents" to the government. Effective date: July 1, 2026.

Privacy

Apr 24: Ontario's newly passed budget bill includes language to modernize the province's protocols for public sector disclosure of personal information and

sensitive data and response to Freedom of Information (FOI) requests. However, the Ontario Information and Privacy Commission (IPC) warns that Schedule 7 of the Bill would “significantly limit public access to government records held by the premier, cabinet ministers, parliamentary assistants, and political staff, while also weakening privacy protections for Ontarians.”

Action Point: Find out more about how [privacy laws affect workplace safety](#).

Industry Challenges

Apr 17: The province and Association of Ontario Midwives (AOM) ratified a new three-year funding agreement under which midwives will receive a 7% wage increase. The agreement also provides for funding of up to \$8 million for Indigenous community-based midwifery projects, \$5 million to help midwifery practices manage day-to-day clinical operations, and \$2 million for the purchase of required equipment and furniture.

Industry Challenges

Apr 28: Ontario officially launched the [Roadmap to Protecting Ontario's Forest Sector](#), a 10-year strategy to protect forestry sector workers and businesses impacted by tariffs and preserve the industry's position as a global leader in manufacturing and selling wood products. Ontario's forest sector generates close to \$21 billion in revenue and supports over 154,000 jobs across the province. The bad news is that 97% of its exports go to the U.S.

Workplace Violence

May 4: The Ontario Assembly began debate on [Bill 112](#), the *Accountability and Transparency in the Handling of Sexual Assault Cases*. Section 5 of the Act, aka Lydia's Law, requires police services that receive a sexual assault complaint from persons who are 16 years of age or older to tell the complainant about the Independent Legal Advice Program.

Action Point: Are you doing enough to prevent violence at your workplace? Find out how to perform a [Workplace Violence Compliance Audit](#) to find out.

Workers' Comp

May 4: New employment reform legislation ([Bill 105](#)) proposes to increase workers' comp Loss-of-Earnings (LOE) benefits from 85% to 90% of a worker's take-home pay. The bill will also allow workers who choose to work past age 65 to continue receiving LOE benefits instead of having to forfeit them the way they do under the current rules.

Workers' Comp

May 4: Ontario proposed new legislation to extend mandatory workers' comp coverage to all privately operated residential care facilities, retirement homes, and group homes. If and when [Bill 105](#) passes, it will close a long-standing gap that has left 29,000 personal support workers, registered nurses, social workers, occupational therapists, and other frontline care workers without workers' comp coverage.

Workers' Comp

Apr 15: As expected, the Ontario Assembly defeated [Private Member Bill 86](#), an

ambitious proposal to repeal the *Workplace Safety and Insurance Act, 1997* and replace it with a whole new fair compensation system called the *Meredith Act*.

Environmental

May 2: The Ontario Ministry of the Environment completed 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.

Environmental

May 4: [Bill 105](#), which is in Second Reading, amends the *Environmental Assessment Act* to simplify and speed up the process of approving new development projects with potential impacts on the environment. Regulations will be necessary to implement the changes if and when the Bill passes.

CASES

Lockout Tagout: Failure to Lockout Machine Results in One Dead Worker and \$185,000 Fine

Before making planned repairs to it, a worker switched a Computer Numerical Control (CNC) machine from manual to automatic mode. The worker then entered the machine enclosure and suffered fatal injuries when the machine, which was neither powered off nor locked out. The employer pled guilty to a lockout violation and was fined \$185,000 [*Integrity Tool and Mold Inc.*, [MOL Press Release](#), May 5, 2026].

Action Point: You can prevent tragedies and OHS fines like these by implementing a legally sound [Lockout and Hazardous Energy Control Compliance Game Plan](#) at your site.

Infectious Illness: Retirement Home Residents Can File COVID Negligence Class Action

An Ontario court gave the green light for Thunder Bay retirement home residents and family members to bring a class action lawsuit against the facilities for gross negligence in failing to protect them against COVID outbreaks at the site. The suit claims that management's alleged "delayed, piecemeal, and grossly deficient acts and omissions constituted a serious and marked departure from the standard of care for Infection Prevention and Control and delivery of care to elderly and vulnerable population" [*Bolduc v. Oxford Living, LLC*, 2026 ONSC 2461 (CanLII), April 27, 2026].

Action Point: This is the second recent case in which an Ontario court approved a COVID class action negligence lawsuit by residents of an elder care facility. Find out how to use the [OHSI Infection Exposure Control Plan](#) to limit your own liability risks against such lawsuits.

Work Refusal: Previous Refusals Are Irrelevant to Current Work Refusal Appeal

Education Assistants (EAs) initiated an OHS work refusal contending that the secondary school where they worked didn't take adequate measures to protect them against the threat of violence posed by a special education student with a history of erratic behaviour. The MOL inspector called in to investigate concluded that there was no danger. The union appealed citing previous work refusals involving the same student. The school argued that the previous refusals were irrelevant and should be struck from the pleadings. The Ontario Labour Relations Board agreed. In ruling on an appeal of an OHS inspector's work refusal determination, we're allowed to consider only "the issues and circumstances that were before the inspector," the Board explained [[*Ontario Public Service Employees Union/Syndicat des Employes de la Fonction Publique de L'Ontario v Peel District School Board*](#), 2026 CanLII 35812 (ON LRB), April 13, 2026].

Action Point: Find out how to implement an [OHS Work Refusals Response & Compliance Game Plan](#) at your workplace.

Return To Work: Full Time Return to Office Violates Disabled Worker's Accommodation Rights

The union claimed that a company violated its duty to make reasonable accommodations by ending the hybrid work arrangement of an analyst who had been diagnosed with chronic sleep disorders, anxieties, depression, and other severe disabilities. The company claimed that the analyst was fit to return to the office and that allowing him to continue working from home at least four days a week was an undue hardship, especially since he had flexible start and end hours. The Ontario arbitrator sided with the union based on the treating doctor's testimony that working in the office full time, while not completely beyond the analyst's capabilities, would undermine the reliability of his work, at least until his current symptoms eased, which was more likely to happen if he be allowed to work from home a little longer. However, while hybrid work was a reasonable accommodation, the arbitrator reasoned that letting the analyst choose which day he came to the office was undue hardship and that management was entitled to make that decision so it could reasonably predict his work hours [[*Ontario Power Generation v Power Workers' Union*](#), 2026 CanLII 27365 (ON LA), March 24, 2026].