

Ontario

LAWS & ANNOUNCEMENTS

Airborne Contaminants

May 25: Second Reading for [Bill 105](#), the *Protecting Ontario's Workers and Economic Resilience Act, 2026* (POWER Act) which 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.

Action Point: Find out how to implement a legally sound [Airborne Contaminant Exposure Control Plan](#) at your workplace.

OHS Enforcement

May 25: [Bill 105](#), which passed Second Reading, would empower the Ministry of Labour (MOL) to recognize standards for training, PPE, and other equipment that meets 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.

First Aid

Jun 22: Updates to [First Aid Regulations](#) took effect, including the requirement that first aid training meet CSA Z1210:24 standards. Training courses and certificates will also have new names: Emergency First Aid will be called Basic First Aid, and Standard First Aid will be called Intermediate First Aid. **Action Point:** Find out how to implement an effective [First Aid Compliance Game Plan](#) at your workplace.

First Aid

May 26: Newly tabled [Bill 121](#) would require certain publicly assessable premises, including those where automated external defibrillators (AEDs) are required, to install, maintain, test, register, and ensure the availability of life-saving naloxone kits. Regulations will be necessary to flesh out the crucial details if the Bill passes.

Action Point: Find out how to implement an [AEDs Compliance Game Plan](#) to save lives at your workplace.

PPE

May 9: Newly published [OHS regulations](#) require that workers at construction projects who are exposed to side impact hazards be furnished Type 2 protective headwear that meets CSA Z94.1 or ANSI Z89.1 Head protection must also include a chin strap or other retention system if there's a risk of it becoming dislodged. Effective July 1, 2027.

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

Respiratory Protection

May 9: The MOL published new [OHS regulations](#) that make compliance with CSA Z94.4.1, Performance of filtering respirators and the CSA Certification Program, an acceptable alternative to NIOSH approval for respirators. Current OHS regulations require that respirators be approved by NIOSH or certified by a qualified individual as providing workers protection that's at least equivalent to a NIOSH-approved respirator. Effective date: July 1, 2026.

Action Point: CSA Z94 is the standard for respirator compliance in most parts of the country. So, making CSA Z94 the standard in Ontario as well should make life easier, especially for Ontario companies that also operate in other provinces and territories. Find out how to implement an effective [Respiratory Protection Equipment Compliance Game Plan](#) at your site.

Powered Mobile Equipment

May 9: The MOL finalized [OHS regulations](#) making it mandatory for workers who operate mobile elevating work platforms (MEWPs) at Ontario construction projects to receive safety training meeting CSA B354.8:17 (R2022). "MEWP" is defined as a machine/device intended for moving persons, tools, and materials to working positions, consisting of at least a work platform with controls, an extending structure, and a chassis, including but not limited to, elevating rolling work platforms, self-propelled elevating work platforms, boom-type elevating work platforms, vehicle-mounted aerial devices, and mast climbing work platforms. Effective date: January 1, 2027.

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](#).

Transportation Safety

June 8: June 8 is the deadline to comment on the Ontario Ministry of Transportation's [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*.

Retaliation

May 4: The [Bill 105](#) employment reform legislation which is through Second Reading in 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

May 25: Debate continues on [Bill 105](#), which amends certain timelines set out in the *Labour Relations Act, 1995* relating to the construction industry. Currently, the Act provides for two-month timelines in which another trade union may apply to the Board for certification as bargaining agent for employees to whom a collective agreement applies, and two-month timelines for applying for a declaration that a

trade union no longer represents the employees in a bargaining unit. The Bill would reduce these “open periods” to one month.

Training

May 19: Ontario announced that it's investing \$11 million over two years through the new Women's Economic Leadership and Legacy (WELL) Fund to help women gain skills in high-demand sectors, including clean energy, construction, and entrepreneurship in technology. There will also be an anti-human trafficking stream to help survivors via peer supports, education, and employment.

New Laws

May 27: The Ontario Assembly defeated the *Fair Prices and Tax-Free Groceries Act, 2026* ([Bill 113](#)) 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 have had to take all necessary steps to remove the HST on food products and non-alcoholic beverages.

Privacy

July 1: July 1 is the effective date for new Digital Security [regulations](#) requiring 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.

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

Industry Challenges

May 26: Ontario plans to invest over \$14 million to modernize the Forest Resources Inventory (FRI) Information Management System. The upgrade will enable secure storage and analysis of more than 3,700 terabytes of lidar data on a cloud-based, secure data platform. That's more than eight times the amount of data stored in NASA's Hubble Space Telescope data archive.

Workplace Violence

Jun 2: Debate continues on [Bill 119](#) expanding Ontario's Sex Offender Registry to persons who are subject to an order or obligation that requires them to comply with the *Sex Offender Information Registration Act (Canada)*. Related amendments are made to the definitions of “sex offence” and “offender” and new definitions of “obligation” and “order” are added.

Workplace Harassment

Jun 2: Proposed anti-crime legislation ([Bill 119](#)) extends the part of the Ontario Victims' Bill of Rights protecting mental distress sufferers to victims of criminal harassment. It also allows victims to sue for money damages even if the alleged harasser hasn't actually been charged or convicted of a harassment crime.

Workplace Violence

May 28: The Ontario Assembly voted down [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' Compensation

May 25: New employment reform legislation ([Bill 105](#)) proposes to increase workers' compensation 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. According to Statistics Canada, about 444,000 Ontarians aged 65 and older remained in the workforce in 2025 (about 5.4% of Ontario's labour force).

Workers' Compensation

May 25: The Ontario Assembly is debating 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' compensation coverage.

Environmental

May 25: [Bill 105](#), which is still 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.

Environmental

May 20: Ontario says it plans to propose amendments to the *Planning Act* to help municipalities to issue administrative monetary penalties for illegal land uses, including the operation of commercial trucking activities on land not zoned for industrial use. Truck depots and other illegal land uses can impact rural, agricultural, and residential lands that aren't zoned to accommodate significant numbers of large vehicles while also creating safety hazards and noise, odour, lighting, and drainage issues for nearby residents.

CASES

Material Handling: Mining Companies Fined \$210,000 for Fatal Helicopter Fall

A foreperson at a mining exploration site got entangled in the fiber ropes being used to secure cargo to a helicopter. Although eventually freed from the ropes, the foreperson fell from the helicopter and suffered fatal injuries. The company in charge of the work was fined \$110,000 for failing to conduct a risk assessment for drilling operations involving helicopter use. The drilling contractor and one of its officers

were also fined \$100,000 for failing to provide effective radio communication equipment to workers [*Angus Gold Inc., and G4 Drilling Ltd.*, [MOL Press Release](#), May 21, 2026].

Action Point: Don't let this happen to you! Find out how to implement [effective rigging safety practices](#) to prevent crane, hoisting and lift accidents.

Excavation: Trench Flood Results in Dead Worker, \$175,000 OHS Fine

An excavation contractor was fined \$175,000 for failing to ensure that equipment wasn't used under weather conditions likely to endanger a worker. The violation occurred at a residential construction site where heavy rainfall entered a trench, mixed with silt, and formed a slurry that engulfed a worker installing utility lines inside [*Aecon Utilities Inc.*, [MOL Press Release](#), May 20, 2026].

Action Point: Find out how to implement a 10-step [Excavations Safety and Compliance Game Plan](#) at your workplace to prevent what happened to this company from happening to yours.