

# Ontario

## LAWS & ANNOUNCEMENTS

### New Laws

Mar 19: Premier Doug Ford was sworn in for a third term after his Progressive Conservative Party cruised to victory in the Ontario general election. The popular Premier positioned himself during the campaign as the best positioned to take on Donald Trump in trade negotiations.

### New Laws

Mar 4: In retaliation for U.S. tariffs, Ontario imposed a 25% surcharge on all electricity exports to the 1.5 million homes and businesses in New York, Michigan, and Minnesota that receive power from the province. To deter escalation, the government also warned of its willingness to shut off electricity exports to the U.S. entirely.

### Infectious Illness

Mar 14: There have been 173 new measles cases reported in Ontario in 2025 and 350, since 2024, including 31 hospitalizations. That's the largest number of measles cases in Ontario in over a decade. Over 96% of cases are among individuals who weren't known to be unimmunized that were exposed in their community or while travelling.

**Action Point:** Use the [OHS Insider Infection Exposure Control Plan](#) template to guard against measles and other potential infectious illness outbreaks at your workplace.

### New Laws

Feb 19: The Government of Canada announced a pair of investments supporting life sciences companies in eastern Ontario, including \$3.4 million for the Kingston Economic Development Corporation to support Helix Funding initiatives and the creation of a new wet lab space at Providence Care Hospital, and \$400,000 for [le Centre de services à l'emploi de Prescott-Russell Inc. \(CSEPR\)](#) in Hawkesbury to expand services for small- and medium-sized enterprises (SMEs) in the region.

### Workers' Comp

Mar 31: That's the final day for Ontario Schedule 1 employers to submit their workers' comp payroll reports listing their actual 2024 costs and projected costs for 2025 to the WSIB to avoid potential late fees, interest and penalties.

### Environmental

Feb 14: The Federal Economic Development Agency for Southern Ontario ([FedDev Ontario](#)) announced a combined investment of over \$10 million for 7 Electric Vehicle manufacturers: Enedym Inc. (\$800K), Forest City Castings Inc. (\$1.345 million), Palcam Technologies Ltd. (\$2 million), Process Research Ortech Inc. (\$1,832 million), Proventus Global (\$1.2 million), Sinteris Canada (\$1 million), and SWTCH Energy Inc. (\$2.75 million).

## Environmental

Mar 13: The federal government announced that Ontario mining firm IAMGOLD Corporation will receive up to \$1.48 million from the Low Carbon Economy Fund to reduce greenhouse gas emissions from its mining operations at the Côté Gold mine in Sudbury, Ontario. As part of the project, the mine will acquire electric-powered dewatering pumps and mobile lighting towers to replace the diesel-powered equipment. IAMGOLD will also upgrade the mine's on-site electrical infrastructure to support these new components, as well as an aggregate crusher that was previously powered by a diesel generator.

## CASES

### Workers' Comp: Dog-Bites-Actress Case Belongs in WSIAT, Not Court

A California actress shooting a film called "The Perfect Girlfriend" in Ottawa got bit in the face by a canine member of the cast and sued for \$5 million. Only after 5 years of litigation and extensive discovery did the employer move to transfer the case to the workers' comp tribunal. The sides then agreed to dismiss the lawsuit and go forward with the workers' comp proceeding. The question: How much, if anything, should the actress pay in legal costs for keeping a case that belonged in the WSIAT in court for so long? The employer wanted over \$113,000 while the actress thought she should be liable for much more modest costs. The Ontario court sided with the actress finding that the employer was entitled only to a part of its costs, namely, \$62,000 [*Frantz v. NB Thrilling Films 4 Inc. et. al.*, 2025 ONSC 1308 (CanLII), February 27, 2025].

### Retaliation: Disparaging Posts on Recruitment Sites Violate Settlement Agreement

A worker claimed that he was fired in retaliation for exercising his OHS rights. The parties agreed to settle the claim under an agreement requiring confidentiality and banning either side from disparaging the other. The worker accused the company of violating the settlement by providing a negative reference to another company. In turn, the company contended that the worker violated both the confidentiality and non-disparagement terms, citing his posts ripping the company on recruitment websites. The Ontario Board agreed that the worker violated the settlement and, while declining to award the company damages, ordered him to take down all of the disparaging posts and not make any others going forward [*Award Fabricating & Machining Ltd., and Rob Butterworth v Richard Jonathan McTague*, 2025 CanLII 20770 (ON LRB), February 21, 2025].

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