

Ontario

LAWS & ANNOUNCEMENTS

Transportation Safety

Jun 23: That's the deadline to comment on [proposed new regulations](#) to make installation of Ignition Interlock mandatory for all impaired driving convictions, lifetime licence suspension, reducible to 25 years, for conviction of impaired driving causing death, and remedial education mandatory for first-time alcohol/drug-related administrative occurrences. There would also be mandatory minimum licence suspensions and demerit points for stunt driving convictions.

Transportation Safety

Apr 25: From now through June 9, the Ministry of Transportation will hold public consultations on [proposed changes](#) to the regulations governing mandatory DI licences for individuals who provide in-vehicle driving instruction for compensation to Classes G1, G2, and G driver's licence holders.

Industry Challenges

May 9: The government is seeking feedback [on potential legislative and regulatory changes](#) that would make it easier and faster to build new homes, businesses, and infrastructure like transit, roads, and water and wastewater systems by eliminating the need for a secondary approval (i.e., Minister's Ruling) for innovative construction products that have already been evaluated by the Canadian Construction Materials Centre (CCMC) before they can be used in Ontario. Deadline to comment: June 9.

Occupational Illness

Jun 19: June 19th is when the new long-term illness unpaid leave of up to 27 weeks in a 52-week period takes effect in Ontario. To qualify, employees must have at least 13 consecutive weeks of employment and get a certificate from a qualified health practitioner stating that they have a serious medical condition and listing the period they won't be working because of the condition.

New Laws

May 5: The new provincial budget increases the Ontario Made Manufacturing Investment Tax Credit rate from 10% to 15% over the next 3 years. Result: Qualifying businesses that invest in buildings, machinery and equipment used for manufacturing or processing in Ontario could receive a tax credit of up to \$3 million per year.

Training

May 6: In response to U.S. tariffs, Ontario is expanding the Skills Development Fund by nearly \$1 billion over the next 3 years, for a total of \$2.5 billion. Initially launched in 2021 during the COVID pandemic, the SDF provides funding to help train and reskill Ontario workers, including those directly impacted by layoffs resulting from tariffs.

New Laws

Apr 30: Taking a page out of Nova Scotia's playbook, the Ontario Assembly is debating [Bill 2](#), the [Protect Ontario through Free Trade within Canada Act](#), authorizing the government to enter into reciprocal free trade and labour mobility agreements with other provinces. Under current rules, workers from other jurisdictions must register with and get the approval of an Ontario government authority before working in the province.

Workers' Comp

Apr 30: Newly tabled [Bill 8](#) would amend the *Workplace Safety and Insurance Act, 1997* to provide that an employer who operates a residential care facility or group home is a Schedule 1 employer for the purposes of the Act.

Environmental

May 6: Under [Bill 5](#) Ontario companies will no longer need government permits to undertake projects posing potential harms to endangered species and their habitats but would instead just have to register the project online. The new system also eliminates provincial protections for certain aquatic species and migratory birds that are already protected under federal environmental laws.

Action Point: Find out more about the [new Ontario endangered species protection law](#) and its practical impact.

CASES

Due Diligence: Top Court Refuses to Revisit Acquittal of City on Due Diligence Grounds

A road grader struck and killed a pedestrian crossing an intersection at a municipal construction site. After the Canadian Supreme Court ruled that the city could be charged as an employer for an OHS violation (failing to ensure that a signaller was in place) even though it hired a constructor to oversee the work, the case went back down to trial. The Ontario court ruled that the city exercised due diligence and dismissed the case. Although the required traffic control measures at the intersection were wanting, it was the constructor and not the city that exercised control over the situation. The city did conduct quality control inspections to ensure that the constructor was complying with the safety requirements contained in the contract. But, the court concluded, "such inspections didn't constitute control over the workplace and the workers on it." The Crown appealed but the Ontario Court of Appeal refused to take the case, leaving the due diligence verdict to stand [[Ontario \(Labour, Immigration, Training and Skills Development\) v. Greater Sudbury \(City\)](#), 2025 ONCA 329 (CanLII), March 31, 2025].

Action Point: Does your company's OHS program meet the standards of due diligence? You can make a better informed judgment on that crucial question by checking out the OHS Insider's [Annual Due Diligence Scorecard for 2024](#), which breaks down all of the year's OHS court rulings, explaining what employers who won did right and employers who lost did wrong and how to apply these real-life lessons to your own OHS program

Inspections: MOL Inspector Didn't Need a Warrant to Gather Crane Safety Information

After completing the field visit, an MOL inspector responding to an incident in which a steel rack weighing 500 lbs. fell on a worker's foot returned for a second visit. The employer cried foul, contending that the inspector had already determined during the first visit that an OHS crane violation had been committed. **Result:** What began as an OHS inspection had morphed into a criminal investigation and the inspector needed a warrant to gather further evidence. The Ontario court rejected the employer's Charter search and seizure rights violation claim. The purpose of the pictures the inspector took and information he gathered during the second visit was to ensure that the employer had complied with the orders he issued after the first visit, rather than to investigate the employer's "penal liability" for the crane violations that prompted him to issue those orders in the first place. As a result, he didn't need a warrant [[Ontario \(Ministry of Labour, Immigration, Training and Skills Development\) v. The Econo-Rack Group Inc.](#), 2025 ONCJ 190, April 8, 2025].

Action Point: Find out more about [when government inspectors do and don't need a warrant](#) to search and seize evidence during an OHS investigation.

Machine Safety: Lack of Machine Guard Results in Worker's Death, \$225,000 Fine

A worker removing cement build-up on equipment climbed onto a mud conveyor in the plant's mixer area without realizing that a skip hoist device for lifting materials was in automatic mode and the hoist bucket itself was overhead. When the hoist automatically engaged, the hoist bucket lowered killing the worker. The MOL fined the employer \$225,000 for failing to ensure that the mixer area was equipped with adequate machine guarding [*Brampton Brick Limited*, [MOL Press Release](#), April 23, 2025].

Action Point: Don't let this happen to your company! Find out how to implement a legally sound [Machine Guarding Compliance Game Plan at](#) your workplace.

Fall Protection: Framing Contractor Fined \$140,000 for Fatal Roof Fall

A construction worker not wearing fall protection while positioning wooden roof trusses fell to the ground and suffered fatal injuries. The victim's employer pled guilty to failure to provide the worker with a required scaffold, suspended work platform, boatswain's chair, or multi-point suspended work platform and was fined \$140,000 [*Kingsview Carpentry Ltd.*, [MOL Press Release](#), May 2, 2025].

Action Point: Find out how to implement a legally sound [Fall Protection Compliance Game Plan](#) at your site that may help you prevent incidents like these.