

Ontario

LAWS & ANNOUNCEMENTS

Transportation Safety

Sep 29: That's the deadline [to comment](#) on [proposed revisions](#) to *Motorized Snow Vehicles Act* requirements for snowmobile trail maintenance and upkeep. The current regulations haven't been updated since 2002 and are out of date. The new regulations would establish rules for modern grooming equipment and eliminate provisions dealing with equipment that's now obsolete.

Action Point: Start making winter OHS preparations by finding out what you can [do to protect your workers from snowmobile injuries](#).

Workplace Violence

Sep 25: [Comments](#) close on proposed [regulations](#) to prevent violence at schools by requiring school boards and authorities to collect police record checks from employees, service providers, volunteers, and students on educational placements every 5 years, and Vulnerable Sector Checks from any of the above who are in a position of trust or authority to pupils.

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

Training

Aug 20: Ontario says it plans to invest \$70 million in expanded training and employment services to protect workers affected by U.S. tariffs, including via support for [Protect Ontario Workers Employment Response](#) (POWER) Centres across the province. Some of the money will also go to enhance training and upskilling services under the Better Jobs Ontario (BJO) program.

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

Training

Aug 17: Ontario will invest \$75 million to train up to 7,800 additional students at colleges, universities and Indigenous Institutes across the province for in-demand jobs in construction and urban planning. The government's objective is to ensure a pipeline of highly skilled construction workers to support its ambitious infrastructure development strategy.

New Laws

Aug 29: Newly filed "As of Right" [regulations](#) allow Canadians certified in architecture, engineering and other high-demand professions to begin working in Ontario within 10 days after regulators confirm their credentials, effective January 1, 2026. This is a significant change to current rules requiring workers to wait up to 6 months to be registered and start a job.

Environmental

Sep 26: [Comments](#) close on regulations to implement proposed legislation ([Bill 27](#))

regulating geologic carbon storage, process that involves injecting captured carbon dioxide into deep geological formations for permanent storage. Bill 27 passed Second Reading before the Ontario Assembly adjourned in June.

CASES

PPE: \$144,000 Fine for Not Providing Furnace Workers Flame-Resistant Clothing

Two workers suffered serious injuries in a flash fire that occurred while they were re-starting a furnace that had been shut down for several weeks. The good news is that the workers purged the furnace with nitrogen before igniting the pilot light, as required by company procedure; the bad news is that they delayed ignition, which allowed residual flammable vapours to build up in the furnace. To make matters worse, only one of the workers was wearing flame-resistant coveralls. The employer pled guilty to provide adequate protective clothing to all workers engaged in furnace operations and fined \$144,000 [*Metex Heat Treating Ltd.*, [MOL Press Release](#), August 31, 2025].

Action Point: Find out about the [rules governing whether employers must pay for the PPE](#) that OHS laws require workers to use.

Noise Hazards: OK to Suspend but Not Terminate Worker for Not Wearing Hearing Protection

An aluminum plant worker got fired for not wearing required hearing protection. He was wearing **something** over his ears. The supervisor claimed it was music-playing headphones; the worker said it was earmuff-type hearing protection. After hearing from both sides, the Ontario arbitrator judged that the supervisor's story was more credible and that discipline was appropriate. However, it also found that termination was too harsh a penalty and knocked it down to a 30-calendar day suspension, citing the worker's 6 years of employment and clean disciplinary record over his one-year sunset period [*Dajcor Aluminum Ltd. v Unifor Local 127*, 2025 CanLII 84753 (ON LA), August 15, 2025].

Action Point: Use the OHS Insider [noise control and hearing conservation program template](#) to protect your workers from hazardous noise exposure.

Work Refusal: Firing JHSC Member for 'Inciting' a Work Refusal Is Illegal Reprisal

A food plant fired the worker co-chair of the JHSC for falsely telling workers that the water at the site was contaminated in a deliberate attempt to "incite" a work refusal. But the Ontario arbitrator found no just cause to terminate and ordered him to be reinstated. The evidence showed that what the worker actually said was that a potable and non-potable water line had crossed on one of the lines and had been shut down. "That is not the same as saying that the water at the plant was contaminated," the arbitrator explained. Accordingly, the termination was not only wrongful but also an illegal reprisal for engaging in workplace safety activity protected by the OHS laws. Result: The plant had to reinstate the worker with no loss of seniority but it didn't have to pay punitive damages [*United Steel, Paper and Forestry, Rubber, Manufacturing, Energy, Allied Industrial and Service Workers*

International Union (United Steelworkers), Local 4610 v PepsiCo Foods Canada Inc., 2025 CanLII 86379 (ON LA), August 20, 2025].

Action Point: Disciplining a worker for engaging in a lawful work refusal is an OHS violation that can get you into a lot of trouble. Find out [how to protect your company against the risk of liability for reprisals](#) when dealing with work refusals and other high-risk situations.

Transportation Safety: Driver Fired for Disabling Vehicle Surveillance Camera Gets His Job Back

A waste collection company fired a driver for deliberately covering the video camera installed in his truck to ensure safe driving with a cloth glove during his lunch break. “I do it all the time” the driver admitted. His explanation: “Can’t a guy get little privacy at lunch?” While not totally unsympathetic, the Ontario arbitrator ruled that discipline was in order because the camera was an important piece of safety equipment. But, as the company acknowledged, he was also “a good driver” and this was his first discipline in 9 years of employment. Although his behaviour was unacceptable, it wasn’t enough to conclude that he could never be trusted again, especially since all he did was cover rather than disable or tamper with the camera. So, the arbitrator knocked the penalty down to a one-year suspension without pay on the understanding that the driver would lose his job if he ever messed with the camera again [*Teamsters, Local Union 419 v Waste Connections of Canada (Ajax)*, 2025 CanLII 86395 (ON LA), August 15, 2025].

Action Point: Find out how to create and implement a [legally sound video surveillance policy](#) to ensure safety in vehicles and at your workplace without violating workers’ privacy rights in the process.