

Ontario

LAWS & ANNOUNCEMENTS

OHS Enforcement

Oct 29: Debate continues on [Bill 30](#) (the *Working for Workers Seven Act*) which, among other things, authorizes MOL inspectors to issue Administrative Monetary Penalties (AMPs) against companies and individuals that commit OHS violations in amounts to be determined by regulations. Meanwhile, the MOL published [proposed regulations](#) implementing the new AMP rules should the law pass.

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

OHS Program

Oct 29: [Bill 30](#), which is in Second Reading, would require project owners or anyone acting on their behalf that require a CPO-accredited Health and Safety Management System (HSMS) as a part of their procurement process for public infrastructure construction projects to accept all CPO-accredited HSMSs as equal.

Noise Hazards

Nov 10: From now through January 30, the WSIB will hold public consultations on [proposed changes](#) to workers' compensation hearing loss coverage rules (Policy 16-01-04, Noise-Induced Hearing Loss). Key changes: i. Make 26.25 dB loss the minimum threshold for initial entitlement to align with permanent impairment requirements; ii. Remove the presbycusis (aging) deduction factor; and iii. Clarify that the noise exposure threshold (NET) is 90 dBA exposure for 5 years, or the equivalent.

Action Point: Find out how to use the OHSI [Noise Control & Hearing Conservation Program template](#) to protect your workers from hazardous noise exposure.

First Aid

Oct 29: The [Working for Workers Seven Act](#) proposes several changes to OHS laws, including a new requirement that construction projects with 20 or more workers that are expected to last 3 months or longer have automated external defibrillators to help workers who suffer cardiac arrest at the site. The Bill would also create a new WSIB program to reimburse constructors for the costs of purchasing an AED. The MOL has published [regulations](#) to implement the rules in the likely event that the Bill passes.

Action Point: Find out more about the [new Ontario AEDs regulations](#) and how to implement an [AEDs Compliance Game Plan](#) to save lives at your workplace.

Transportation Safety

Nov 6: Proposed legislation ([Bill 60](#)) to cut red tape for new construction by, among other things, amending the *Highway Traffic Act* to ban municipalities from reducing motor vehicle traffic lanes when installing, implementing, or marking new bicycle lanes is in Second Reading. The Bill would also eliminate the requirement that tow

operators and vehicle storage operators submit the amount to be charged for a service if an existing regulation lists a maximum charge for that service.

Transportation Safety

Nov 10: Ontario's newly launched Pothole Prevention and Repair Program will provide up to \$38,000 per project funding to municipalities with small populations (up to 10,000) for critical road maintenance and pothole repair. Deadline to apply: December 12.

New Laws

Oct 29: The Ontario Assembly is debating new legislation ([Bill 30](#)) authorizing government immigration inspectors to require a person to attend an in-person interview separate and apart from other persons, subject to requirements to be set out in the regulations. The objective of separate interviews is to enable interviewees who might be intimidated by the presence of another interviewee to speak candidly.

New Laws

Oct 29: The [Working for Workers Seven Act](#), which is through First Reading and in debate for Second Reading, would expand the Ontario Immigrant Nominee Program's authority to establish or remove immigrant nomination streams in response to changes to economic conditions and current job market needs. Employers will also be allowed to submit their applications directly and electronically to the new ONIP employer portal that's scheduled to launch this summer.

New Laws

Oct 27: First Reading for [Bill 61](#) requiring the provincial government to implement an artificial intelligence, talent and innovation strategy. The *Ontario Artificial Intelligence, Talent, and Innovation Strategy Act, 2025* would also establish a new Advisory Committee to make recommendations on AI issues and publish an annual progress report.

Action Point: Find out about [the 11 ways you can use](#) Artificial Intelligence to improve workplace safety and OHS compliance.

Privacy

Oct 15: The Ontario Information and Privacy Commission updated and expanded its de-identification [guidelines](#) for structured data. De-identification refers to the process of removing personal information from a record or dataset to protect individuals' privacy. Once de-identified, a dataset is considered to no longer contain personal information.

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

New Laws

Oct 22: Ontario will invest more than \$8.6 million through the [Skills Development Fund \(SDF\)](#) to help more than 1,700 women across the Greater Toronto Area access training for good-paying, in-demand jobs in the skilled trades. The move comes a week after the government announced a \$64.2 million 3-year plan to expand in-class apprenticeship training.

Workplace Violence

Nov 3: Ontario announced that it will invest an additional \$26.7 million over 2 years in shelter spaces to protect survivors of gender-based violence and strengthen the Family Court Support Worker program. The money will be used to increase accessibility to emergency shelters across the province and help victims navigate the family court system.

Action Point: Domestic violence can happen not just at home but the victim's workplace. Find out how to implement an effective [Workplace Domestic Violence Prevention Plan](#) to protect your own workers.

Workers' Compensation

Oct 29: The Ontario Assembly is considering new legislation that makes failure to pay workers' comp premiums an offence subject to administrative penalties. [Bill 30](#) also lists "aggravating factors" that would increase administrative penalty amounts while creating a new maximum \$750,000 per conviction fine against persons convicted of 2 or more counts of the same *Workplace Safety and Insurance Act* offence in the same legal proceeding.

Environmental

Nov 10: [Comments](#) closed on [proposed](#) regulations to implement the new *Species Conservation Act*, which among other things, allows for developers to register their projects online instead of obtaining a permit. Environmentalists have criticized the new law for reducing protection for protected species.

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

Environmental

Nov 3: Newly passed [Bill 56](#), the *Building a More Competitive Economy Act*, streamlines the regulatory process for new project developers to obtain permits and licenses under clean water, forestry protection, species conservation, and other environmental laws. The idea is to cut red tape and delays standing in the way of vital new construction and development.

CASES

Machine Safety: Failure to Guard Rotating Shaft Results in Fatality and \$150,000 Fine

An unguarded rotating shaft snared the clothing of a paint plant worker who was working alone resulting in fatal injuries. The victim's employer was fined \$150,000 after pleading guilty to failing to ensure that the rotating parts of the machine were properly guarded [*Pigments Services Canada Inc., operating as Monteith*, [MOL News Release](#), October 27, 2025].

Action Point: Find out how to prevent these kinds of injuries by implementing a legally sound [Machine Guarding Compliance Game Plan at](#) your workplace.

Reprisal: Pointless to Rule on Reprisal Complaint After Disciplinary Action Is

Lifted

A worker JHSC member and union representative filed an OHS reprisal complaint after receiving a written warning letter for allegedly threatening a work stoppage in violation of the collective agreement. Exactly one year later, with the reprisal case still pending, the company removed the warning letter from the worker's file as required by that same collective agreement. The company then asked the Ontario Labour Relations Board to dismiss the reprisal claim since the issue was moot. The worker pushed back, saying that the Board should at least make a determination that the company did or didn't commit a reprisal. But the Board declined, reasoning that on-going litigation on this issue would be "corrosive" to the parties' working relationship. "The principle of finality in labour relations dictates that the parties should put this dispute behind them" [*Safwat Elmor v Stock Transportation Ltd.*, 2025 CanLII 108305 (ON LRB), October 7, 2025].

Action Point: Find out how to avoid reprisals liability when disciplining workers for safety violations.