

# Ontario

## **LAWS & ANNOUNCEMENTS**

### **OHS Enforcement**

Nov 27: Newly passed [Bill 30](#) (the *Working for Workers Seven Act*) authorizes MOL inspectors to issue Administrative Monetary Penalties against companies and individuals that commit OHS violations in amounts to be determined by regulations. Meanwhile, the MOL has published [regulations](#) implementing the new AMP rules, which are now in effect.

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

### **OHS Program**

Nov 27: Ontario enacted new legislation ([Bill 30](#)) requiring 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**

Jan 30: January 30 is the deadline to comment on [proposed changes](#) to WSIB workers' compensation hearing loss coverage rules (Policy 16-01-04, Noise-Induced Hearing Loss). Highlights: 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**

Nov 27: The [Working for Workers Seven Act](#) legislation that just received Royal Assent requires construction projects with 20 or more workers that are expected to last 3 months or longer to have automated external defibrillators for cardiac arrest at the site. It also creates a new WSIB program to reimburse constructors for the costs of purchasing AEDs.

**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.

### **Fire Safety**

Nov 20: Ontario introduced [Bill 73](#) requiring the Minister of Environment to establish an Urban Wildfires Advisory Committee within 90 days after the law takes effect. The Committee must submit a wildfire risk assessment report and recommendations within one year.

### **Fire Safety**

Dec 15: Comments closed on [proposed regulations](#) authorizing Ontario to issue

administrative monetary penalties for violations of the *Wildland Fire Management Act*. The government is also proposing changes to fire permit and slash pile burning requirements under the *Outdoor Fires Regulation*.

**Action Point:** Find out how to implement a [Wildfire Smoke Protection Game Plan](#) to guard your workers against smoke exposure, both indoors and outdoors.

### **Transportation Safety**

Nov 27: Newly passed legislation ([Bill 60](#)) to cut red tape for new construction bans Ontario municipalities from reducing motor vehicle traffic lanes when installing, implementing, or marking new bicycle lanes. The Bill also eliminates the requirement that tow operators and vehicle storage operators submit the amount to be charged for a service if an existing regulation already lists a maximum charge for that service.

### **Transportation Safety**

Nov 25: Ontario will soon introduce legislation imposing a lifetime licence suspension for anyone convicted of dangerous driving causing death. The bill will also authorize the police to immediately suspend the licence and impound the vehicle of persons they believe are driving dangerously and increase the penalties for driving with a suspended licence to \$2,000 to \$10,000 fine and 14-day vehicle impoundment for a first offence, \$5,000 to \$15,000 and 30-day impoundment for a second offence and \$10,000 to \$20,000 and 45-day impoundment for a third and subsequent offence. Minimum fines for speed limiter offences on commercial vehicles will increase from \$250 to \$1,000, including operating a commercial vehicle without a functioning speed limiter.

**Action Point:** Find out how far you can go in [disciplining workers for distracted and dangerous driving](#).

### **Transportation Safety**

Nov 26: Newly tabled [Bill 79](#), aka Chad's Law, would make it illegal to cross double solid yellow lines painted on the roadway to pass or attempt to pass another vehicle going in the same direction on a highway. Persons convicted of an offence would be subject to a fine of up to \$400 and 3 or more demerit points.

### **Transportation Safety**

Nov 13: Ontario plans to invest \$210 million through the Road Safety Initiatives Fund (RSIF) to support increased road safety in school zones and community safety zones. Rather than using speed cameras that impose extra costs on drivers and taxpayers, the RSIF will provide financial support for proven road safety measures that don't raise costs for drivers, including traffic-calming infrastructure like speed bumps, raised crosswalks, and roundabouts as well as high visibility signage and increased police enforcement in school zones and community safety zones where municipal speed cameras were previously deployed.

### **New Laws**

Dec 8: Third Reading for [Bill 72](#), the *Buy Ontario Act*, giving the provincial government authority to require public sector entities to give preference to Ontario or Canadian providers of goods and services when awarding government contracts.

The new legislation applies to all public sector organizations, including municipalities, as well as contractors and subcontractors.

### **New Laws**

Nov 17: Ontario awarded its first round of tariff support funding under the [Ontario Together Trade Fund](#) to 8 recipients, including Burnco Manufacturing (\$2.5 million), Heali Medical Corp. (\$1.7 million), and Letar Inc. (+\$800,000).

### **Industry Challenges**

Nov 18: The Ontario Assembly tabled legislation ([Bill 69](#)) requiring the Ministry of Labour to ensure that: i. At least 70% of individuals employed at hospitals, long-term care homes or home care agencies be employed on a permanent and full-time basis in certain circumstances; ii. Personal support workers receive at least \$8.00 more than the minimum wage for each hour worked in addition to health benefits, membership into a pension plan and minimum paid sick leave; and iii. Homemakers receive at least the minimum wage for each hour worked in addition to ESA hours of work, eating and free time periods and overtime pay entitlements.

### **Industry Challenges**

Dec 3: Ontario government established a new working group to implement its [Advanced Wood Construction Action Plan](#) promoting the use of more wood-based building materials. The government initiated the Plan to support the forestry sector in response to the Trump tariffs.

### **New Laws**

Nov 27: The Ontario Assembly passed 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**

Jan 1: January 1 is the deadline to comment on [proposed regulations](#) that would consolidate the 8 streams of the current Ontario Immigrant Nominee Program into 4 streams: i. an Employer Job Offer stream with high and low training, education, experience, and responsibilities (TEER) tracks; ii. a stream targeting skilled healthcare professionals; iii. a stream for entrepreneurs who've already established a business in Ontario; and iv. a global excellence stream for individuals with exceptional talents and accomplishments.

### **New Laws**

Nov 24: The Assembly defeated [Bill 61](#) which would have required the provincial government to implement an artificial intelligence, talent, and innovation strategy. The *Ontario Artificial Intelligence, Talent and Innovation Strategy Act, 2025* would have also established 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

Nov 12: New legislation that took effect in July requires provincial public institutions to complete a written privacy impact assessment (PIA) before collecting personal information to evaluate privacy and security risks and outline prevention and mitigation steps. The Ontario Information and Privacy Commission just issued [new guidance](#) to help affected institutions comply with the new PIA requirements.

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

## Discipline/Work Refusals/Retaliation

Nov 25: Newly tabled [Bill 77](#) expands *OHS Act* reprisal protections to reprisals against workers for speaking out about workplace violence and workplace harassment. It also requires hospitals and long-term care homes to post monthly reports on its public website listing the number of incidents of workplace violence and harassment that took place at the site in the previous month.

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

## Workplace Violence

Nov 20: Newly tabled [Bill 74](#) amends sex offender registry laws to allow disclosures of person information about sex offenders to designated law enforcement entities if the disclosure is necessary to prevent a crime or enforce the law and the entity makes an agreement with the government allowing it to receive such disclosures.

## Drugs & Alcohol

Nov 18: Ontario plans to introduce legislation to require drivers to pay ongoing child support if they kill a child's parent or guardian while driving impaired. These penalties would be in addition to potential lawsuits for money damages filed by victims.

## Workers' Compensation

Nov 27: Employers who fail to pay workers' compensation premiums are now subject to administrative penalties. Newly effective [Bill 30](#) also lists "aggravating factors" that increase administrative penalty amounts and creates 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.

**Action Point:** Find out how much each province and territory is charging for [workers' compensation premiums in 2026](#).

## Environmental

Dec 3: Legislation ([Bill 27](#)) to regulate geologic carbon storage, a process that involves injecting captured carbon dioxide into deep geological formations for permanent storage, received Royal Assent and took effect.

## Environmental

Dec 5: From now through February 3, the Ontario Ministry of Environment is holding public consultations on a controversial [proposal](#) to exempt proponents from having to get Environmental Compliance Approvals, Permits to Take Water and other

government environmental permissions for low-risk sewage works, waste activities, water taking activities, and air and noise emissions.

## **CASES**

### **Machine Safety: Failure to Guard Hazard Area Costs Steel Company \$125,000**

A worker leaning into the area between the turnstile and down-ender table to repair a steel coil got injured when a co-worker at the control panels inadvertently activated the turnstile pusher. The victim's employer was fined \$125,000 for failing to ensure that a guard or shield was in place to prevent access to the hazard [*Samuel, Son & Co., Limited, o/a Nelson Steel*, [MOL Press Release](#), December 9, 2025].

**Action Point:** Don't let this happen on your watch! Find out how to prevent these injuries and OHS fines by implementing a legally sound [Machine Guarding Compliance Game Plan](#) at your workplace.

### **Machine Safety: Railway Car Manufacturer Fined \$90,000 for Not Guarding Pinch Point**

A worker suffered critical injury when the hydraulic clamps holding C-shaped metal pieces onto flat sheets for welding retracted under the machine frame, creating an unguarded pinch point. The victim's employer was fined \$90,000 after pleading guilty to failure to ensure that the machine was equipped with a guard or other device to prevent access to a pinch point [*National Steel Car Limited*, [MOL Press Release](#), November 13, 2025].

### **Emergency Response: Recording Nuclear Site Security Drills Invades Workers Privacy**

The union filed a 2-pronged privacy grievance against Ontario Power Generation (OPG) for capturing non-security officers in the background while filming a security drill at a nuclear generating station and for using motion-activated teledose cameras to record workers without their knowledge. The Ontario arbitrator ordered OPG to notify site workers about the recordings and reasons for making them during security drills, refrain from using them for disciplinary purposes, and consider the feasibility of blurring or obscuring the faces of workers shown on the recordings [*Ontario Power Generation v Power Workers' Union*, 2025 CanLII 123063 (ON LA), November 13, 2025].

**Action Point:** This case is a good reminder of how use of cameras and other recording and monitoring equipment for safety functions, like filming security drills, can lead to worker privacy complaints and union grievances. The best solution, especially for Ontario companies: Implement an [Electronic Monitoring Policy](#) that meets the requirements of the new provincial [electronic monitoring rules](#) that took effect in 2022.

