

Ontario

LAWS & ANNOUNCEMENTS

Airborne Contaminants

Feb 20: Ontario launched Occupational Exposure Registry (OER), a first-in-Canada [secure digital portal](#) enabling workers to anonymously track their workplace exposure to 11 hazardous substances, including asbestos, lead, mercury, and silica. The OER also provides information about how exposure occurred and what protective measures were in place. Each submission generates a confirmation email and downloadable record.

Action Point: Find out how to protect your workers from exposure to hazardous substances by implementing a legally sound [Airborne Contaminant Exposure Control Plan](#) at your workplace.

Powered Mobile Equipment

March 16 is the deadline to [comment](#) on an Ontario Ministry of Labour (MOL) [proposal](#) to add a new OHS requirement that workers who operate mobile elevating work platforms (MEWPs) at construction projects receive safety training meeting CSA B354.8:17 (R2022). “MEWP” is defined as a machine/device intended for moving persons, tools, and materials to working positions, consisting of at least a work platform with controls, an extending structure, and a chassis, including but not limited to, elevating rolling work platforms, self-propelled elevating work platforms, boom-type elevating work platforms, vehicle-mounted aerial devices, and mast climbing work platforms.

Action Point: OHS requirements for Powered Mobile Equipment vary significantly by province. And that makes compliance challenging, especially for companies that operate in multiple jurisdictions. Get a handy [summary of the PME requirements in each part of Canada](#).

Respiratory Protection

Feb 19: Current OHS regulations require that respirators be approved by NIOSH or certified by a qualified individual as providing workers protection that's at least equivalent to a NIOSH-approved respirator. Comments just closed on an MOL [proposal](#) that would make compliance with CSA Z94.4.1, Performance of filtering respirators and the CSA Certification Program, another acceptable alternative to NIOSH approval.

Action Point: Most versions of CSA Z94 are the standard for respirators compliance in most parts of the country. So, making CSA Z94 the standard in Ontario as well should make life easier, especially for Ontario companies that also operate in other provinces and territories. Find out how to implement an effective [Respiratory Protection Equipment Compliance Game Plan](#) at your site.

Industry Challenges

March 30 is the deadline to comment on a proposed [regulation](#) to make Ontario

Provincial Standards for Municipal Road Construction (OPSS.MUNI) mandatory for municipalities with respect to hot mix asphalt, aggregates, drainage, and general conditions of contract. The proposed regulation will also establish a transition period, a process for exemptions, and reporting requirements for municipalities.

Training

Feb 9: Ontario will invest \$30 million in a new primary care health-care workforce upskill program in partnership with Conestoga College, Lakehead University, Trent University, and Western University. The money will be used to upskill over 1,400 registered nurses for primary care, create 170 primary care nurse practitioner education seats, and add up to 150 physician assistant education seats.

Privacy

Jan 21: Ontario's Privacy Commissioner and Human Rights Commission released joint [Principles](#) to help companies and organizations develop, deploy, and use artificial intelligence (AI) systems responsibly. The Principles provide "a clear roadmap" for ensuring that AI systems are fair, transparent, accountable, and compliant with human rights and privacy laws.

Action Point: Find out about [the 11 ways you can use](#) Artificial Intelligence to improve workplace safety and OHS compliance without trampling on workers' privacy and nondiscrimination protections.

Drugs & Alcohol

Mar 1: Comments closed on proposed regulations to bar public consumption of illegal substances by allowing police officers and provincial enforcement officials to arrest individuals who don't comply with orders to stop using the substances or leave the public space. Only special constables are allowed to issue such orders under current laws.

Mental Stress

Feb 4: The Ontario WSIB finalized its new [policy \(15-03-13\)](#) implementing recent workers' compensation legislative changes that extend presumptive coverage for post-traumatic stress disorder (PTSD) to include wildland firefighters and wildland fire investigators. The coverage extension was included in the *Working for Workers Five Act of 2024*.

Action Point: Find out about [workers' compensation coverage](#) of gradual onset and traumatic mental stress across Canada.

Workers' Compensation

March 31 is the final day for Ontario Schedule 1 employers to submit workers' compensation payroll reports listing their actual 2025 costs and projected costs for 2026 to the WSIB to avoid potential late fees, interest and penalties. Keep in mind that employers who fail to pay workers' compensation premiums are now also subject to administrative monetary penalties.

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

CASES

Fall Protection: Forming Contractor, Supervisors Fined \$130,000 for Roof Collapse Incidents

A construction contractor and two of its supervisors were fined a total of \$130,000 for roof collapse incidents that occurred during the installation of composite floor systems at two separate projects, resulting in minor injuries to workers. The contractor pled guilty of failing to ensure that every part of a project, including a temporary structure, was adequately braced to prevent any movement that may affect its stability or cause its failure or collapse. The supervisors were fined for failing to ensure that workers followed required procedures and used required protective devices [*EllisDon Forming Ltd.*, [MOL Press Release](#), February 17, 2026].

Action Point: Don't let this happen to you! Find out how to implement a legally sound [Fall Protection Compliance Game Plan](#) at your site.

JHSCs: Do Worker JHSC Members Get Travel Costs for Inspecting Their Own Offices?

The union filed a grievance against Skilled Trades Ontario (STO) for not reimbursing the travel and parking expenses of worker joint health and safety committee (JHSC) members in carrying out their workplace inspection duties. Such expenses were actually non-reimbursable commuting costs since the JHSC members had to be present at the site anyway, the agency argued. But the union noted that OSC did, in fact, reimburse travel expenses for inspections when the office moved from Toronto to Mississauga and during the pandemic when worker JHSC members worked from home. The Ontario arbitrator handed down a split decision. The decision to exclude inspections from its travel reimbursement policy violated neither the workers' JHSC member rights nor the collective agreement; however, in unilaterally imposing the new exclusion policy while renewal negotiations were taking place, the agency violated the *Labour Relations Act* rule banning employers from altering "the rates of wages or any other term or condition of employment" during the negotiating process [*Skilled Trades Ontario v OPSEU*, 2026 CanLII 11914 (ON LA), February 18, 2025].

Action Point: Find out about the [16 steps](#) required to comply with OHS JHSC rules.