

HR QUARTERLY BULLETIN

SUMMER 2023

**Driving change and
shaping the future**



LEGAL UPDATES

Bill 79 – Working for Workers Act 2023

Read about some changes that could be coming about soon – 2nd reading accepted in May, awaiting the 3rd reading!

HEALTH & WELLNESS

Naloxone in the workplace

Find out if you are required to have a naloxone kit at your workplace, get a kit for free and training on how to use it.

EMPLOYER OF CHOICE

Tips and Advice

Ever wondered how you to become an employer of choice? See how your business can Stand out.



Employers have been adjusting to everchanging and shifting priorities during and post-pandemic. At S&G HR Consulting, Sandra & Marina support local businesses to adapt to these changes by providing consulting services, policy development, and training programs that fit their organization's unique, specific needs. For any additional questions, please contact us through our [website](#) or call us at [905-325-3396](tel:905-325-3396).



LEGISLATIVE UPDATES

Bill 79 – Working for Workers Act 2023 (2nd reading- May 2023).

The bill passed its second reading on May 8, 2023, and has been ordered for a third reading. If passed, Bill 79 will significantly amend several employment-related statutes and build on the legislative changes that have already been introduced in the Working for Workers Act 2021/2022 including:

- **Health & Safety Fines** - Increases to the maximum fine that may be imposed on a corporation convicted of an offence under the OHS Act from \$1.5 million to \$2 million. This would give Ontario the highest maximum corporate fines under workplace health and safety legislation in Canada.
- **Job Information Transparency** - Gives greater certainty to employees starting a new job by requiring employers to provide new hires with information in writing about their job, including: details on pay, work location, hours of work, and the date by which the information needs to be provided (e.g., before their first shift).
- **Mass Terminations** - employees who work solely from home to the count for mass termination provision to ensure that remote employees receive the same eight-week minimum notice of termination or pay-in-lieu as their in-office colleagues.
- **International Credential Recognition** - introducing further measures to help remove barriers for internationally trained professionals when seeking registration in regulated professions in Ontario, which includes clarifying that a regulated profession can only accept Canadian experience to satisfy a qualification for registration if it also accepts alternatives that meet certain criteria.

HEALTH & WELLNESS

Naloxone in the Workplace

Effective June 1, 2023, employers must provide naloxone in the workplace based on certain circumstances described in the *Occupational Health and Safety Act* (if applicable).

Naloxone (pronounced na-LOX-own) can temporarily reverse the effects of an opioid overdose. While opioids are drugs that are prescribed to treat pain by a medical practitioner, they may also be used recreationally. Some commonly used opioids include:

- morphine
- heroin
- oxycodone
- fentanyl
- codeine
- hydromorphone

Naloxone rapidly reverses the symptoms of an opioid overdose. It will not reverse overdoses from other kinds of drugs, such as benzodiazepines or stimulants like cocaine and amphetamines. Not all employers are required to have Naloxone kits under OHSA regulations but must provide a naloxone kit if the employer becomes aware or has reason to believe the following:

- there is a risk of opioid overdose
- there is a risk that the worker may overdose in the workplace while performing their duties
- the risk is posed by a worker who performs work for the employer

If all of the above scenarios are present, the employer must comply with OHSA regulations to provide a Naloxone kit and training on how to use the kit in the workplace.

Employers can visit the following participating program providers for more information on how to access free naloxone training and kits:

- [Canadian Red Cross](#)
- [St. John Ambulance](#)

Additional information can be found at: [Naloxone in the workplace | ontario.ca](#)



EMPLOYER OF CHOICE

In today's very competitive employment market where there are many different jobs to choose from, businesses need to stand out as an employer of choice. Employees will decide whether to work for you or your competitors.



Some criterions that will influence their decisions:

- 1) Hiring individuals that align with your mission, values, and vision. This will therefore mean you have workers who are more content.
- 2) Offering a total compensation package that will appeal to an individual but also align with the company brand. This will help attract the right potential employees.
- 3) Improving your employer brand and checking out how you measure up against your competitors.
- 4) Offering a challenging position, with opportunities to develop and grow within your company.
- 5) Giving employees work-life balance, ensuring they have a manageable workload and time to rest and refresh.
- 6) Recognizing your employees for their commitment and dedication. This is essential for building a positive workplace culture with good morale.
- 7) Providing training and development to expand their skills and knowledge. This is essential in providing opportunities to promote from within your organization.
- 8) Promoting collaboration to share thoughts and ideas without judgment or criticism.
- 9) Establishing fair and equitable internal and external practices for all employees to create a robust healthy workplace.
- 10) Empowering employees to be involved in decision-making by providing feedback and support on how their role fits into the bigger picture, embracing mistakes as learning opportunities, and encouraging innovation to simplify the suggestion process.

Resources:

For your free Organizational Assessment, click [here](#)

For access to further resources and useful links relating to Covid-19, health and safety mandates, and public health updates, please visit: [S&G HR Consulting Resources](#).