

HR QUARTERLY BULLETIN

AUTUMN 2025

**Driving change and
shaping the future**

LEGAL UPDATES

Minimum Wage Update –
New rates from Oct 1, 2025

**The Working for Workers
Four Act, 2024 (Bill 149) –**
Details of the changes
effective January 1, 2026

HEALTH & WELLNESS

**How Employers Support
Women Through
Menopause –** This is
becoming a workplace priority
in Canada, with one in four
workers affected, women
staying silent due to stigma,
and employers beginning to
respond with education and
support.

FEATURE ARTICLE

**Driving Employee
Engagement** is vital to
business longevity and success.
We discuss six strategies to
engage your employees and
help your organization reach its
goals.



Employers have been adjusting to everchanging and shifting priorities. 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

Minimum Wage Update

Effective October 1, 2025, Ontario's general minimum wage will rise from \$17.20 to \$17.60 per hour. While this applies to most employees, some exceptions remain:

- Students under 18 working 28 hours or less during the school year or employed during school breaks and summer holidays will earn a minimum of \$16.60 per hour.
- Homeworkers, including students of any age completing paid work from home, will see their minimum wage increase to \$19.35 per hour.

The Working for Workers Four Act, 2024 (Bill 149), effective January 1, 2026.

These changes apply to employers with 25 or more employees and include:

- Compensation Transparency: Public job postings must include the expected salary or range, unless the position pays more than \$200,000 annually.
- AI Disclosure: Employers must state whether artificial intelligence is used in screening, assessing, or selecting candidates.
- Hiring Decision Notification: Employers must inform interviewed applicants whether a hiring decision has been made within 45 days of the last interview.
- Vacancy Disclosure: Job postings must clarify whether the position represents an actual vacancy.

Additionally, employers will be required to retain job postings, application forms, and candidate communications for three years after the posting is removed or the information is shared. These updates enhance fairness, accountability, and transparency in recruitment and compensation. Employers should review and update workplace policies now to ensure full compliance ahead of these upcoming changes.

Additional resources: [Working for Workers Four Act, 2024 , S.O. 2024, c. 3 - Bill 149 | ontario.ca](#)

HEALTH & WELLNESS

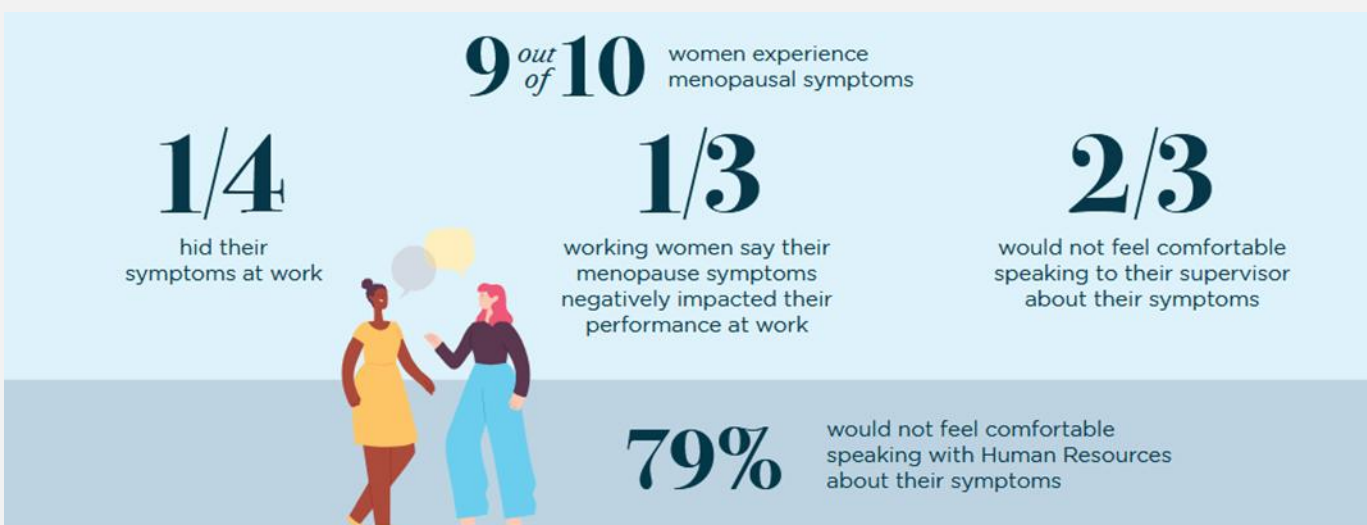
Breaking the Silence: How Canadian Employers Are Supporting Women Through Menopause

There is a growing focus on workplace supports for menopause, reflecting its significant impact on the workforce. According to the Menopause Foundation of Canada, one-quarter of Canadian workers are women over the age of 40. With the average age of menopause between 45 and 55, this is the fastest-growing cohort of working women in the country.

Encouragingly, more employers are beginning to acknowledge the issue. Organizations are reviewing workforce data and recognizing that menopause is a critical stage of life that affects employees in unique ways. It can influence performance during meetings, presentations, and career milestones, yet many women have traditionally suffered in silence due to stigma, lack of awareness, and limited resources.

Historically, menopause was rarely discussed in workplaces, but today women's health is being brought to the forefront. Supporting employees requires shifting workplace culture and fostering open communication. Research shows that 70% of women would not feel comfortable speaking with HR or their manager about menopause, often out of fear that it could impact career opportunities.

To break this silence, employers are beginning to offer education and awareness sessions, employee resource groups, and panel discussions on women's health. These initiatives help normalize conversations and ensure employees feel supported rather than embarrassed. With many women experiencing menopause during their careers, fostering understanding and practical support in the workplace is both timely and necessary.



Source: *Menopause Foundation of Canada*

Additional Resources: <https://menopausefoundationcanada.ca/workplace/>

FEATURE ARTICLE

Driving Employee Engagement

Employee engagement is vital to business longevity and success. Highly engaged employees tend to: produce substantially better outcomes at work, deliver better service to customers, remain with their organization longer than their less-engaged colleagues, and experience less burnout in their roles.



To maximize your team's performance, here are six strategies for engaging your employees and helping your organization reach its objectives and goals.

- 1. Base Feedback on Observations:** Effective feedback starts with direct observation. Watch how employees work, attend meetings, and interact — then offer fact-based, constructive input. Regular check-ins and peer feedback drive performance and growth.
- 2. Show Recognition:** Employees who feel heard and appreciated are more empowered and motivated. Celebrate contributions, invite input on decisions, and acknowledge achievements to boost morale and retention.
- 3. Foster Transparent Communication:** Poor communication leads to missed goals and low morale. Be clear about changes, share progress updates, and encourage open dialogue so employees feel informed and supported.
- 4. Delegate Work:** Delegation builds trust and empowers growth. Assign tasks to employees who are equipped with the knowledge, skills, and resources to handle them. This gives employees ownership and the opportunities to shine.
- 5. Be Respectful:** Respect is the cornerstone of engagement. Empathetic leaders who trust their teams and avoid micromanaging see higher satisfaction, focus, and loyalty. Honing your emotional intelligence and having faith in your team members' abilities motivates them to perform their best work.
- 6. Support Learning and Development:** Invest in your team's growth. Encourage professional development, advocate for learning opportunities, and pursue your own training to lead by example. Encouraging employees to grow their skills benefits both the team and the business.

By prioritizing respect, meaningful feedback, and continuous development, leaders can reveal the full potential of their teams, driving both individual growth and organizational success.

Resources:

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

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

