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### THE EMPLOYER'S HEALTH AND SAFETY MANUAL

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Release No. 5, December 2024

#### Publisher's Special Release Note 2023

The pages in this work were reissued in September 2023 and updated to reflect that date in the release line. Please note that we did not review the content on every page of this work in the September 2023 release. We will continue to review and update the content according to the work's publication schedule. This will ensure that subscribers are reading commentary that incorporates developments in the law as soon as possible after they have happened or as the author deems them significant.

#### WHAT'S NEW IN THIS UPDATE:

Enclosed is your Release No. 5—2024 of The Employers' Health and Safety Manual—Ontario Edition, 2nd Edition. Release 2024-5 consists of legislation updates in Appendix A, *Occupational Health and Safety Act*. A new Occupational Health and Safety Times article was also added.

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## HIGHLIGHTS

- The *Occupational Health and Safety Act* in Appendix A was updated, particularly in relation to work completed in private residences and through telework, the provision of washroom facilities, cyber-harassment, electronic posting and the provision of information in an accessible format.
- An Occupational Health and Safety Times article was added on the provision of washroom facilities for employees and record-keeping requirements for cleaning of these facilities. There is also a discussion of how the *Occupational Health and Safety Act* (OHSA) has now been amended to confirm that it applies to home offices and telework, and a discussion of the fact that the definition of harassment has been expanded to include online or cyber-harassment. In addition, there is a discussion of the fact that the sections of the OHSA that require posting of information have been amended to allow that the information may be posted in a readily accessible electronic format.