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O'BRIEN'S DIVISION VII — LABOUR RELATIONS AND EMPLOYMENT Release No. 2, July 2024

What's New in this Update

This release features updates to commentary, forms and precedents in Chapter 8 (Occupational Health and Safety), Chapter 9 (Labour Standards), Chapter 10 (Discharge), Chapter 11 (Labour Relations), Chapter 12 (Grievance Arbitration), Chapter 13 (Interest Arbitration), 14 (First Contract Arbitration) and Chapter 16 (Judicial Review).

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Highlights

Labour Standards - Ontario - On March 21, 2024 Bill 149, now the *Working for Workers Four Act, 2024*, S.O. 2024, c 3 (“WWFA”) received Royal Assent. Pursuant to the WWFA, effective June 21, 2024, employers will be required to follow specified methods when paying out gratuities and post gratuity sharing policies publicly, to simply rules regarding direct deposit, and to make express agreements with employees regarding the payment of vacation pay. The WWFA also creates enhanced job posting requirements which require employers to include compensation range information in publicly advertised job, prohibit the inclusion of Canadian experience requirements in postings, and require employers who use artificial intelligence to screen, assess, or select candidates for publicly advertised job postings to disclose their use of AI. These amendments will come into force on a day to be named by the Lieutenant Governor.

Occupational Health and Safety - British Columbia - The *Occupational Health and Safety Regulation*, B.C. Reg. 296/97 will include an additional amendment as of November 1, 2024. The changes primarily relate to Schedule 3-A (minimum levels of first aid). The purpose of the amendments is to strengthen the current requirements in Schedule 3-A, with a focus on high-risk remote industries and to harmonize the Regulations with the first aid training and first aid kits requirements set out by the Canadian Standards Association.

Occupational Health and Safety - Saskatchewan - Employers are required to develop and implement a written policy to prevent harassment after consultation with the occupational health committee or the occupational health and safety representative, or, in the absence of either of those, with the workers. Employers are also obligated to investigate all incidents of workplace harassment (s. 3-21.1). Amendments to the Act which will come into effect on May 18, 2024, will further require employers to develop and implement a written policy statement and prevention plan to deal with workplace violence. This particular amendment has been delayed by one year to allow employers enough time to create and implement those policies.

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