

Ontario

LAWS & ANNOUNCEMENTS

New Laws

Mar 19: Premier Doug Ford was sworn in for a third term after his Progressive Conservative Party cruised to victory in the Ontario general election. The newly elected Assembly will reconvene on April 14.

Training

Mar 18: Ontario announced that it will invest up to \$3 million through the [Skills Development Fund](#) Training Stream to train workers in the automotive trades. The money will fund 2 key projects: The Electric Vehicle, Hybrid, and Advanced Driver Assistance Systems Technologies training program, and The Exploration of the Automotive Trades Training Program.

New Laws

Mar 4: In retaliation for U.S. tariffs, Ontario imposed a 25% surcharge on all electricity exports to the 1.5 million homes and businesses in New York, Michigan, and Minnesota that receive power from the province. To deter escalation, the government also warned of its willingness to shut off electricity exports to the U.S. entirely.

New Laws

Mar 13: The federal government announced that Ontario mining firm IAMGOLD Corporation will receive up to \$1.48 million from the Low Carbon Economy Fund to reduce greenhouse gas emissions from its mining operations at the Côté Gold mine in Sudbury, Ontario. As part of the project, the mine will acquire electric-powered dewatering pumps and mobile lighting towers to replace the diesel-powered equipment. IAMGOLD will also upgrade the mine's on-site electrical infrastructure to support these new components, as well as an aggregate crusher that was previously powered by a diesel generator.

Health & Safety

Mar 14: New measles cases reported in Ontario rose to 173, bringing the total number of confirmed cases since 2024 to 350, including 31 hospitalizations. That's the largest number of measles cases in Ontario in over a decade. Over 96% of cases are among individuals who are unimmunized, or have unknown immunization status, and who were exposed in their community or while travelling.

Action Point: Find out how to create a legally and clinically sound workplace [exposure control plan](#) to protect your employees against the risk of measles, influenza, RSV, COVID, or any other infectious illnesses that may hit your workforce.

Workers' Comp

Mar 1: Thanks to the surplus in its insurance fund, the Ontario WSIB began distributing \$2 billion worth of workers' comp rebates to eligible Schedule 1 businesses, which companies may use toward paying their future premiums.

Companies aren't eligible if they were convicted of a WSIA or OHSA offence in 2024 or 2025.

CASES

Artificial Intelligence: How Much Must a Company Pay the Employees It Replaces with AI?

A hospital services company decided to lay off all of the employees in a particular operation and rely on artificial intelligence to carry out their work. The company and union, CUPE, negotiated a settlement framework but disagreed on the appropriate comparator on which to base the wages due under the agreement. The company suggested "workplaces where this work is performed by technology and other similarly situated third-party contractors that provide call centre services for the purposes of patient transport in the healthcare industry;" CUPE argued that the comparator should be the CUPE central hospital agreement. After considering the functions of the affected employees, the Ontario arbitrator concluded that the CUPE agreement was the better comparator and relied on its more generous terms to determine the wages the company had to pay them [[Compass Group Canada Ltd. at Unity Health Toronto v CUPE](#), Local 5441.04, 2025 CanLII 23755 (ON LA), March 21, 2025].

Action Point: Find out how to guard against AI legal and liability risks by implementing a legally sound [workplace artificial intelligence use policy](#).

Labour Relations: SkipTheDishes Took Too Long to Object to Gig Workers' Unionization Bid

The CUPW filed an application to be certified as the bargaining agent for the food couriers who work for SkipTheDishes. The company then exercised its right to file an objection with the Ontario Labour Relations Board. The problem is it missed the statutory 2-day deadline to file by 4 days. So, the Board ignored the objection and scheduled a certification vote. The company claimed the Board's decision was unreasonable and asked the court to quash it. The court refused. The union filed the certification application properly and on time while also providing the company timely notice. The company tried to reply to the lawyer but was thwarted by an email glitch. It then let the matter sit around for a few days before finally sending the objection to the Board. In short, there were no legitimate excuses or exceptional circumstances to justify missing the filing deadline [[SkipTheDishes Restaurant Services Inc. v. Canadian Union of Postal Workers](#), 2025 ONSC 1399 (CanLII), March 18, 2025].

Action Point: Find out about current [employment law protections for gig workers](#).

Termination: Post-Pink Slip Retirement Lunch Doesn't Prove Employee Actually Retired

A court ordered a thermoelectric company to pay 18 months' termination notice (\$70,603) to an employee it wrongfully dismissed after 29 years of service. The company insisted that the employee voluntarily retired and the case went all the way to the Ontario Court of Appeal, which sided with the employee, citing the "ample evidence" supporting the lower court's finding of termination without cause, including the written notice of termination and record of employment the company gave the employee listing shortage of work as the reason and making no mention of retirement. These papers were much more potent evidence than the fact that the company subsequently hosted a retirement lunch for the employee. The high court also increased the employee's damages by nearly \$18,000 [[Pateman v. Koolatron](#)].

[Corporation](#), 2025 ONCA 224 (CanLII), March 24, 2025].

Action Point: An employee's intent to retire or resign must be clear and unambiguous. Simply assuming that an employee who stops working for you has resigned or quit can backfire. If that assumption turns out to be wrong, you face risk of liability for wrongful dismissal. Find out more about the [law of resignation](#) to avoid falling into this trap.

Health & Safety: Dog-Bites-Actress Case Belongs in Workers' Comp, Not Court

A California actress shooting a film called "The Perfect Girlfriend" in Ottawa got bit in the face by a canine member of the cast and sued for \$5 million. Only after 5 years of litigation and extensive discovery, did the employer move to transfer the case to the workers' comp tribunal. The sides then agreed to dismiss the lawsuit and go forward with the workers' comp proceeding. The question: How much, if anything, should the actress pay in legal costs for keeping a case that belonged in the WSIAT in court for so long? The employer wanted over \$113,000 while the actress thought she should be liable for much more modest costs. The Ontario court sided with the actress finding that the employer was entitled only to a part of its costs, namely, \$62,000 [[Frantz v. NB Thrilling Films 4 Inc. et. al.](#), 2025 ONSC 1308 (CanLII), February 27, 2025].

Social Media: Disparaging Posts on Recruitment Sites Violate Settlement Agreement

A worker claimed that he was fired in retaliation for exercising his OHS rights. The parties agreed to settle the claim under an agreement requiring confidentiality and banning either side from disparaging the other. The worker accused the company of violating the settlement by providing a negative reference to another company. In turn, the company contended that the worker violated both the confidentiality and non-disparagement terms, citing his posts ripping the company on recruitment websites. The Ontario Board agreed that the worker violated the settlement and, while declining to award the company damages, ordered him to take down all of the disparaging posts and not make any others going forward [[Award Fabricating & Machining Ltd., and Rob Butterworth v Richard Jonathan McTague](#), 2025 CanLII 20770 (ON LRB), February 21, 2025].

Action Point: Use the HR Insider template to create your own [social media use policy](#).