

Ontario

LAWS & ANNOUNCEMENTS

Hiring & Recruiting

Dec 1: Reminder: Ontario employers with 25 or more employees will have to ensure that their job postings include all information required by the new [ESA regulations](#) taking effect on Jan. 1, 2026, including regarding expected compensation, use of AI during the hiring process and whether the posted position is currently vacant.

Exception: The new requirements don't apply to jobs paying \$200,000 or more.

Action Point: Find out how to implement a [Pay Transparency Compliance Game Plan](#) at your workplace that will help you comply with the new compensation disclosure requirements for public job postings.

Hiring & Recruiting

Jan 1: Effective January 1, employers with 25 or more employees must notify interviewees for publicly advertised jobs of whether a hiring decision has been made within 45 days of the last interview date. The new [ESA requirement](#) doesn't apply to jobs with compensation of \$200,000 or more.

Action Point: Not getting back to the applicants you interview is one of the [10 hiring and recruiting practices that you should stop using right now](#). Find out about the other 9 and why they're problematic.

Employment Standards

Oct 29: The Ontario Assembly continues to debate new [Working for Workers](#) legislation that would require operators of job posting platforms to create and implement a written policy on fraudulent publicly advertised job postings, as well as a mechanism or procedure for platform users to report such postings to the person operating the platform.

Leaves of Absence

Oct 29: If and when it passes, [Bill 30](#) will require employers who lay off 50 or more employees to give affected employees up to 3 days' unpaid leave for job search and other related activities. Companies must also furnish laid off employees information about provincial government programs for skills training and job search support.

Action Point: The Ontario law would be a new twist to already tricky employment standards group termination requirements. Find out how to [comply with the group termination rules](#).

Termination

Oct 29: It's onto Third Reading for [Bill 30](#), aka, *Working for Workers Seven*, amending the *Employment Standards Act* to allow employers to extend temporary layoffs to 35 or more weeks in a 52-consecutive week period, provided that the employer and employee agree to and the Employment Standards Director approves the arrangement. The hope is that extended layoffs will allow companies and employees to maintain their long-term employment relationship during hard times.

Action Point: Find out how to comply with [temporary layoff requirements](#).

Employment Standards

Nov 18: Ontario is getting ready to pass legislation ([Bill 69](#)) to ensure that: i. At least 70% of individuals employed at hospitals, long-term care homes or home care agencies are permanent and full-time (under certain circumstances); ii. Personal support workers receive at least \$8.00 more than minimum wage for each hour worked in addition to health benefits, pension benefits and minimum paid sick leave; and iii. Homemakers receive at least minimum wage in addition to ESA hours of work, eating and free time periods and overtime pay entitlements.

Employment Standards

Nov 8: [New ESA Licensing Regulations](#) increase the fee for applying for or renewing a temporary help agency operating licence and recruiter licence from \$750 to \$1,500, effective January 1, 2026, while also requiring licence renewal every 2 years rather than every year.

Employment Standards

Nov 10: New [OLRB Rules of Procedure](#) (Rule 21.7) require the Ontario Director of Employment Standards to respond in writing to an application for review of a decision to deny or revoke or suspend a temporary help agency or recruiter licence within 20 days after the application is delivered.

Payroll

Nov 6: The new Ontario [budget bill](#) amends the *Employer Health Tax Act* to provide that the deadline for delivering returns for a year for employers who cease to have a permanent establishment in Ontario as a result of an amalgamation under section 87 of the *Income Tax Act (Canada)* is 6 months after the date of the amalgamation or March 15 of the following year, whichever day comes earlier.

Employment Benefits

Nov 6: The newly tabled budget bill ([Bill 68](#)) sets new *Pensions Benefits Act* rules on employers seeking to convert a single employer pension plan into a jointly sponsored pension plan. The Bill also gives members of the single employer plan the right to elect not to transfer their own benefits to the new plan.

Employment Benefits

Nov 18: According to FSRA's Q3 2025 Solvency Report, the median solvency ratio for Ontario defined benefit pension plans increased 2% during the quarter to 124%, thanks to robust equity returns of 4.6%. As of the end of September, 92% of plans were projected to be fully funded on a solvency basis, as compared to 89% at the end of the second quarter. Only 2% of plans had a solvency ratio below 85%, a decrease of 1% since Q2.

New Laws

Nov 20: Newly introduced [Bill 72](#), the *Buy Ontario Act*, gives the provincial government authority to require public sector entities to give preference to Ontario or Canadian providers of goods and services when awarding government contracts.

The new legislation applies to all public sector organizations, including municipalities, as well as contractors and subcontractors.

New Laws

Nov 17: Ontario awarded its first round of tariff support funding under the [Ontario Together Trade Fund](#) to 8 recipients, including Burnco Manufacturing (\$2.5 million), Heali Medical Corp. (\$1.7 million), and Letar Inc. (+\$800,000). The government will announce the other 5 initial OTTF recipients next week.

Action Point: Find out about the [8 ways the U.S. tariffs will affect](#) Canadian workplaces and HR activities.

New Laws

Nov 20: Debate in the Assembly continues on [Bill 61](#) requiring the provincial government to implement an artificial intelligence, talent and innovation strategy. The *Ontario Artificial Intelligence, Talent and Innovation Strategy Act, 2025* would also establish a new Advisory Committee to make recommendations on AI issues and publish an annual progress report.

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

New Laws

Nov 3: Newly passed [Bill 56](#), the *Building a More Competitive Economy Act*, streamlines the regulatory process for new project developers to obtain permits and licences under clean water, forestry protection, species conservation, and other environmental laws. The idea is to cut red tape and delays standing in the way of vital new construction and development.

Immigration

Oct 29: The Ontario Assembly is 3 steps away from passing new legislation ([Bill 30](#)) authorizing government immigration inspectors to require a person to attend an in-person interview separate and apart from other persons, subject to requirements to be set out in the regulations. The objective of separate interviews is to enable interviewees who might be intimidated by the presence of another interviewee to speak candidly.

Action Point: Find out what companies and their HR directors need to know to [navigate the immigration law maze](#).

Immigration

Oct 29: The [Working for Workers Seven Act](#), which is being debated for Second Reading, would expand the Ontario Immigrant Nominee Program's authority to establish or remove immigrant nomination streams in response to changes to economic conditions and current job market needs. Employers will also be allowed to submit their applications directly and electronically to the new ONIP employer portal that's scheduled to launch this summer.

Privacy

Nov 12: New legislation that took effect in July requires provincial public institutions to complete a written privacy impact assessment (PIA) before collecting personal

information to evaluate privacy and security risks and outline prevention and mitigation steps. The Ontario Information and Privacy Commission just issued [new guidance](#) to help affected institutions comply with the new PIA requirements.

Privacy

Nov 20: Newly tabled [Bill 74](#) amends sex offender registry laws to allow disclosures of personal information about sex offenders to designated law enforcement entities if the disclosure is necessary to prevent a crime or enforce the law and the entity makes an agreement with the government allowing it to receive such disclosures.

Health & Safety

Oct 29: Debate continues on [Bill 30](#) (the *Working for Workers Seven Act*) which, among other things, authorizes MOL inspectors to issue Administrative Monetary Penalties (AMPs) against companies and individuals that commit OHS violations in amounts to be determined by regulations. Meanwhile, the MOL published [proposed regulations](#) implementing the new AMP rules should the law pass.

Action Point: Find out how to survive OHS and other [surprise government inspections](#).

Workplace Violence

Nov 3: Ontario announced that it will invest an additional \$26.7 million over 2 years in shelter spaces to protect survivors of gender-based violence and strengthen the Family Court Support Worker program. The money will be used to increase accessibility to emergency shelters across the province and help victims navigate the family court system.

Action Point: Find out [how to protect your employees](#) from the risk of workplace domestic violence.

Workers' Compensation

Oct 29: The Ontario Assembly is debating new legislation that makes failure to pay workers' compensation premiums an offence subject to administrative penalties. [Bill 30](#) also lists "aggravating factors" that would increase administrative penalty amounts while creating a new maximum \$750,000 per conviction fine against persons convicted of 2 or more counts of the same *Workplace Safety and Insurance Act* offence in the same legal proceeding.

CASES

Privacy: Union Fights Mandatory Monitoring Software on Members' Personal Cellphones

The union drew first blood in its bid to block Queen's University from unilaterally requiring faculty to install third-party "Endpoint" software on any personal cell phones, computers or tablets used for work. The union claims the policy is an invasion of privacy; the University says it's essential to ensure transparency. The Ontario arbitrator sided with the union and ordered the University to reimburse faculty members for buying and installing the software; stage 2 will unfold 30 days later when the arbitrator decides whether the new policy is an unreasonable abuse

of management authority and violation of faculty members' privacy [[Queen's University v Queen's University Faculty Association](#), 2025 CanLII 114185, November 7, 2026].

Action Point: This case is only the recent reminder of the importance of [ensuring that digital solutions used to monitor employees remain within personal privacy boundaries](#). This case also took place in the context of a union workplace, which brought the terms of the collective agreement into play.

Discrimination: Pregnancy Discrimination Costs Data Firm Over \$30,000

A graphic designer told her boss that she was pregnant and planned to be away from work on maternity leave for 52 weeks. The next month, she found herself cut out from monthly software training. We would've included you if you weren't going to be gone for so long, explained the boss. The month after that, the company took away her computer and decided against transitioning her from probationary to permanent employment, while commenting that she was "just there to get pregnant and will never come back." Concluding that the designer's story was credible and that being pregnant was a factor in her termination, the Ontario Human Rights Commission awarded her over \$30,000 in damages [[Lam v. Data Scientific Inc.](#), 2025 HRTO 2813 (CanLII), November 13, 2025].

Action Point: Find out how to implement a legally sound [policy for treating pregnant employees](#).

Health & Safety: Pointless to Rule on OHS Reprisal Complaint After Disciplinary Action Is Lifted

A worker JHSC member and union representative filed an OHS reprisal complaint after receiving a written warning letter for allegedly threatening a work stoppage in violation of the collective agreement. Exactly one year later, with the reprisal case still pending, the company removed the warning letter from the worker's file as required by that same collective agreement. The company then asked the Ontario Labour Relations Board to dismiss the reprisal claim since the issue was moot. The worker pushed back, saying that the Board should at least make a determination that the company did or didn't commit a reprisal. But the Board declined, reasoning that on-going litigation on this issue would be "corrosive" to the parties' working relationship. "The principle of finality in labour relations dictates that the parties should put this dispute behind them" [[Safwat Elmor v Stock Transportation Ltd.](#), 2025 CanLII 108305 (ON LRB), October 7, 2025].