

ESA Updates and Upcoming Workplace Legal Changes

EP 63

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10:30 a.m. E.S.T.



Meet Your Presenters

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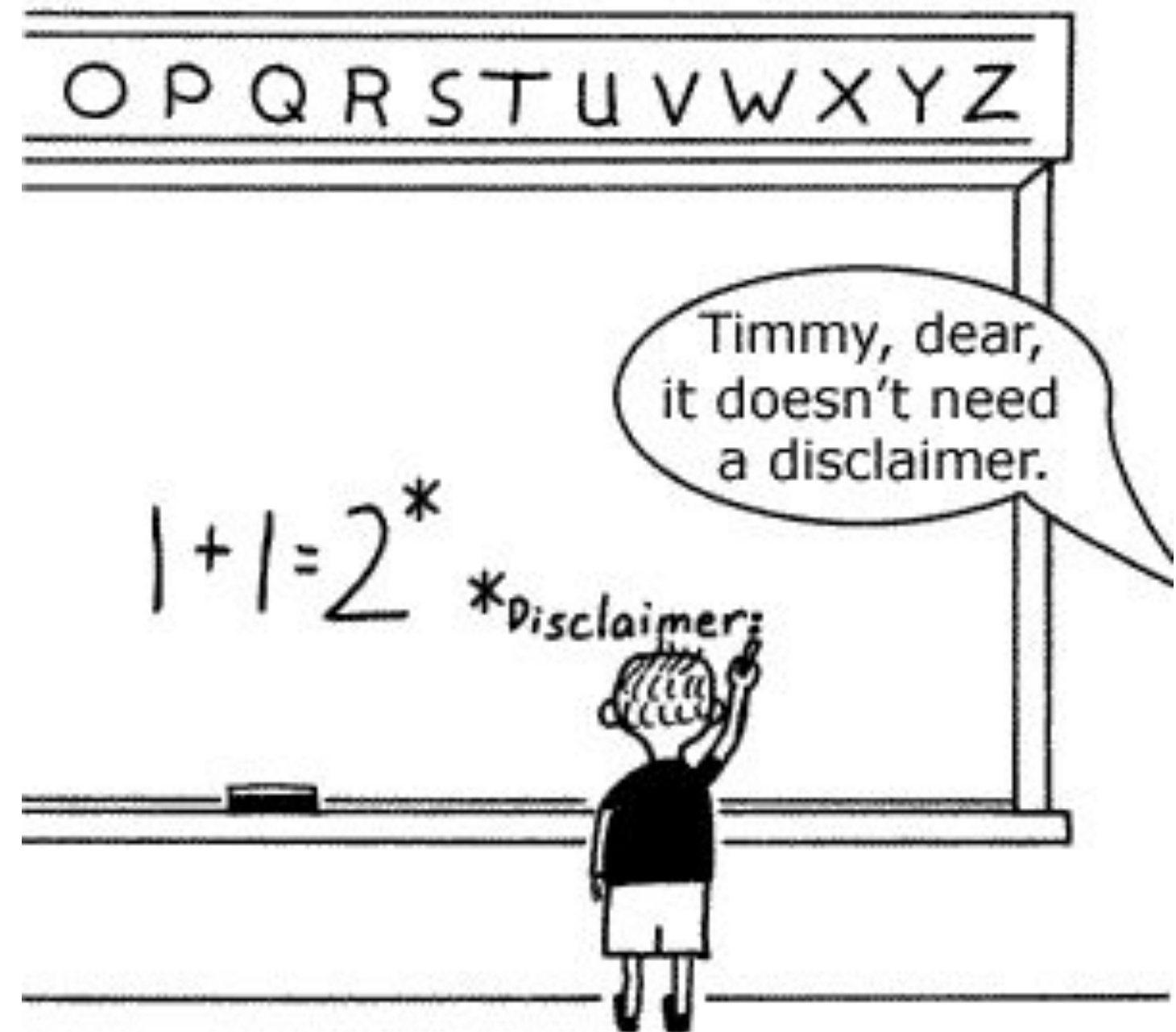
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We are grateful to live and work on this land.

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doesn't need
a disclaimer
but we do...



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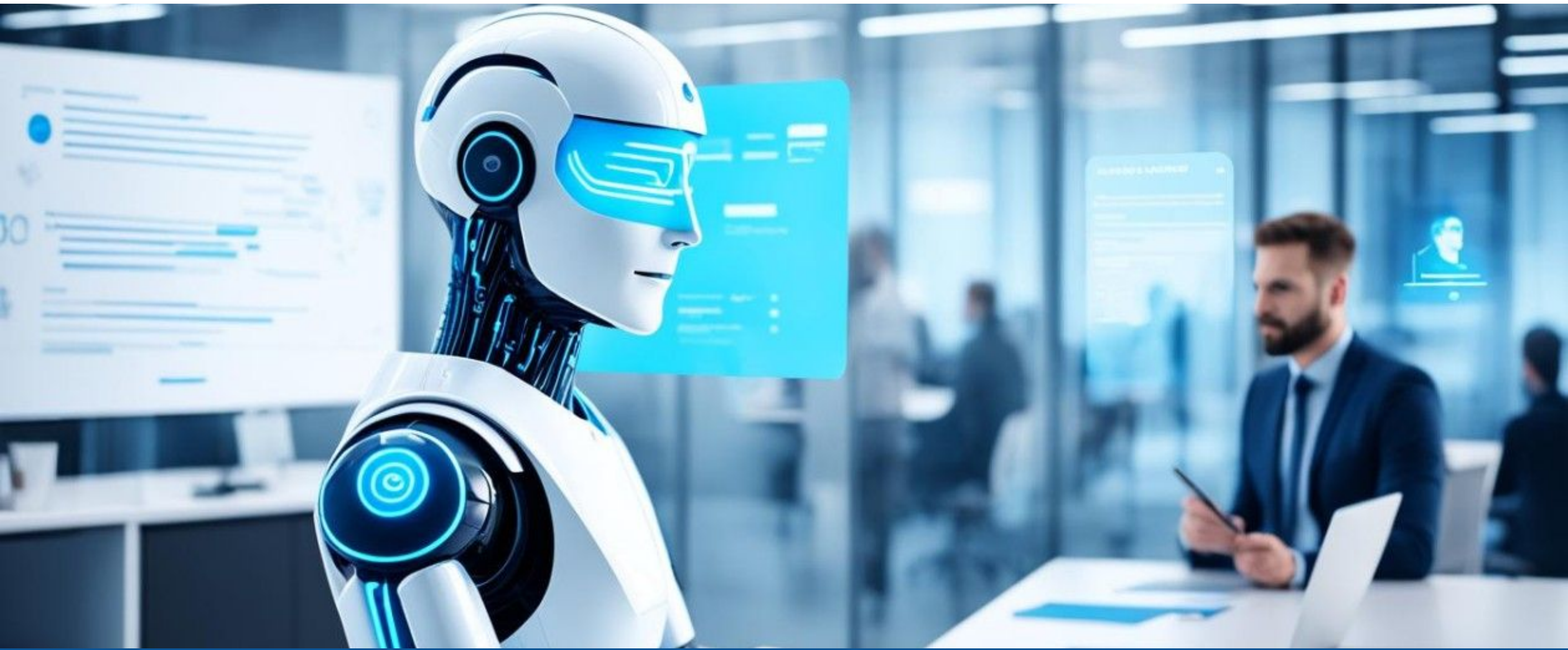
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Presentation Roadmap

- Why Staying Up to Date Matters
- Key Changes and Practical Takeaways:
 - Expanding Protections For Workers
 - Entitlements for Job Seekers and New Employees
 - A New Framework For Digital Platform Workers
 - Evolving Health & Safety Protections
- Changes and Trends to Watch For
- Questions

Why Staying Up to Date Matters



Why Staying Up to Date Matters

- As the workplace keeps evolving with new types of work and the rise of AI, and as the job market stays competitive, employers are facing higher expectations than ever
- Keeping up with changes, ensures employers remain competitive, compliant and capable of retaining talent

Key Changes and Practical Takeaways



Expanding Protection for Workers:

- Extending the definition of harassment to include conduct that occurs virtually through the use of information and communication technologies.
- Extending the definition of “employee” to include workers performing work during a trial period.

Expanding Protection for Workers:

- Medical certificate cannot be requested when employees are using statutory sick days.
- New statutory job protected leaves.
- **Practical Takeaway:** Adapt to new definitions and new statutory leave rules, including updating policies and training

Entitlements for Job Seekers and Limits on Employers:

- The job posting must identify:
 - a) if the posting is for an actual vacancy;
 - b) the compensation for the position;
 - c) whether AI is being used in the hiring process.
- The job posting cannot require Canadian experience.
- Job seekers must be informed of outcome of interview.

Entitlements for New Employees

- Employers must provide information about employer employment relationship on hiring, for example:
 - Contact information for employer
 - Location of work
 - Starting hourly or other wage, hours of work
 - Pay period
- **Practical Takeaway:** Hiring process, including job postings, and process for providing information to new employees must be reviewed and updated

New Framework for Digital Workers:

- What is a digital platform, when work assignments begin and end, what information must be provided regarding pay, notification of removal from the digital platform.
- **Practical Takeaway:** If you are an employer in the growing field of gig work, your workers have entitlements that you must uphold.

Evolving Health & Safety Protections:

- Clean and sanitary washroom facilities
- PPE: proper fit and appropriate in the circumstances
- Increasing authority of the chief prevention officer

Changes and Trends to Watch For:



Upcoming Changes:

- Further requirements and expectations for job postings.
- Another statutory leave.
- Some good news for employers on layoffs.

Trends to Watch For:

- Continuing evolving harassment protections, new job protected leaves, further limits on medical notes.

Key Takeaways

- New legislative changes led to expanding protections for workers, new entitlements for job seekers and new hires, an entirely new framework for gig workers, and evolving health and safety protections.
- Staying up to date ensures employers remain competitive, compliant and capable of retaining talent and keeps your workplace happy and healthy.

Questions



Thank you!

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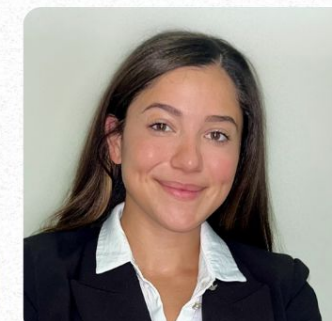
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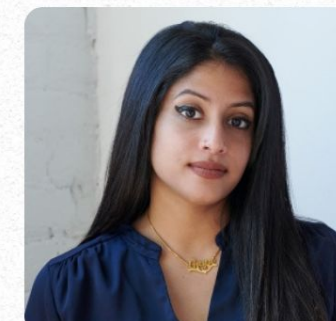
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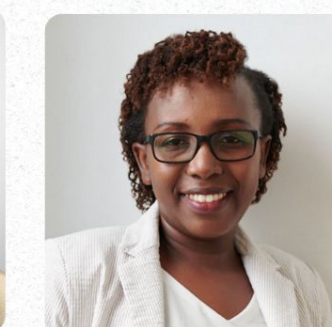
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