

HUMAN RESOURCES UPDATE

JESSICA NGAI, DIRECTOR OF HUMAN RESOURCES

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ACTIVE/UPCOMING COLLECTIVE BARGAINING

Strathmere Lodge – ONA Collective Agreement
(Arbitration scheduled for April 2025)

County - CUPE 2018 Collective Agreement

March 31, 2024

December 31, 2024

June 31, 2025

December 31, 2025

MLPS - Paramedic and Logistics Collective Agreements
(Anticipated to commence bargaining end of January 2025)

County - CUPE 101.5 Collective Agreement

JOINT JOB EVALUATION PROCESS

- **Participating Unions:** CUPE 101.5, CUPE 2018 and Unifor 302
- **Timeframe:**
 - Comprehensive Review: approximately every 4 years
 - Maintenance: ongoing throughout the year
- **Objective:** Ensure equitable and consistent evaluation of all positions; Support transparency in pay structures and address potential pay equity concerns
- **Evaluation Criteria:** Knowledge; Experience; Judgement/Complexity; Mental Effort; Physical Effort; Dexterity; Accountability; Safety of Others; Supervision of Others; Contacts; Disagreeable Conditions



LEGISLATIVE UPDATE

Occupational Health and Safety Act, 1990 - Washroom Facility Maintenance Requirements – Effective January 1, 2025

- Employers are required to ensure that any washroom facilities provided for worker use are maintained in a clean and sanitary condition.
- Employers shall keep, maintain and make available records of the cleaning of washroom facilities.

O. Reg. 480/24 – Washroom Facility Record-Keeping Requirements – Effective January 1, 2026

- Document the date and time of the two most recent cleanings for each facility.
- Records must be: Physically posted near the facilities, or available electronically, with clear access instructions for worker
- The record of the servicing, cleaning and sanitizing services of any toilet, urinal and clean-up facilities must also include the date of all services for the past six months or the duration of the project, whichever is shorter.

LEGISLATIVE UPDATE

Employment Standards Act, 2000 - *New Serious Medical Condition Leave - Effective June 19, 2025*

- Employees with 13+ weeks of service will be entitled to up to 27 weeks of unpaid leave if unable to perform their duties due to a serious medical condition

***Working for Workers Act, 2023* - Employment Information - Effective July 1, 2025**

- Employers must provide the following to employees before their first day of work (or as soon as reasonably possible):
 - **Employer Details:** Legal name, operating/business name (if different). Contact information (address, phone, and one or more contact names).
 - **Work Location:** General description of the initial work location.
 - **Wages & Pay:** Starting hourly wage, and wage rates. Pay period and pay day details.
 - **Work Hours:** General description of anticipated initial hours of work.

LEGISLATIVE UPDATE

Employment Standards Act, 2000 - Job Postings - Effective January 1, 2026

- **Key Requirements:**
 - **Scope:** Applies to all external job postings.
 - **Compensation Transparency:** Include expected compensation or range.
 - **AI Disclosure:** State if AI is used in applicant screening.
 - **Prohibited Requirements:** No "Canadian experience" conditions in postings or forms.
 - **Vacancy Status:** Indicate if posting is for an existing vacancy.
 - **Applicant Updates:** Notify applicants of hiring decisions within 45 days of the interview.
 - **Record Keeping:** Retain postings, application forms, and interview records for 3 years.

QUESTIONS

