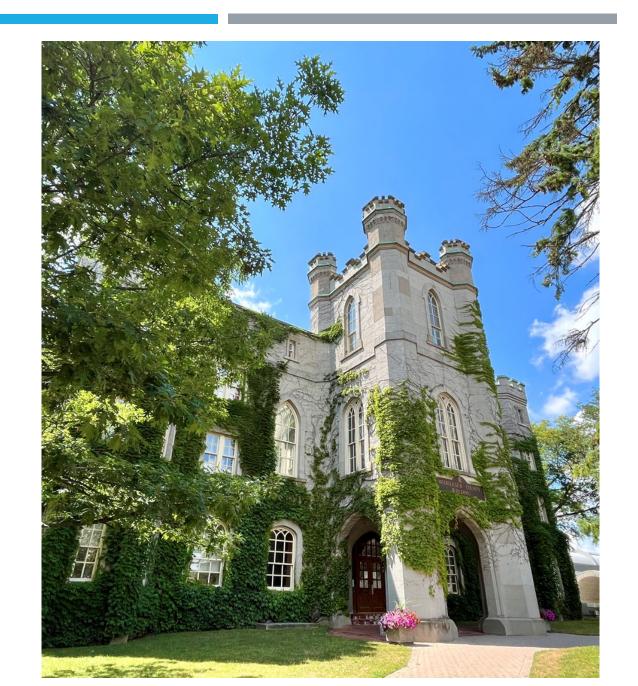
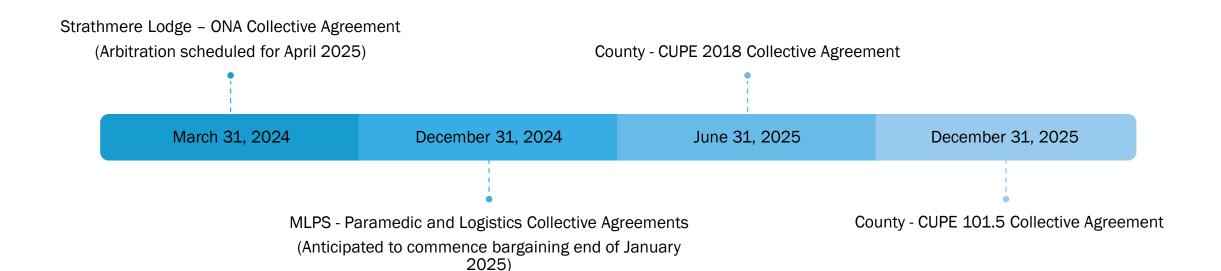
HUMAN RESOURCES UPDATE

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ACTIVE/UPCOMING COLLECTIVE BARGAINING



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 <u>unpaid</u> 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.
 - Al Disclosure: State if Al 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

