



# What's New in HR Law

## Working for Workers Five Act Now Law

October 29, 2024 | By Emily Elder

### Bottom Line

Bill 190, An Act to amend various statutes with respect to employment and labour and other matters – or the *Working for Workers Five Act, 2024* – received Royal Assent on October 28, 2024. As we previously wrote [here](#), this Act amends a number of Ontario's key employment-related statutes, most notably the *Employment Standards Act, 2000* (the "ESA"); the *Occupational Health and Safety Act* (the "OHSa"); and the *Workplace Safety and Insurance Act, 1997* (the "WSIA").

### Takeaways

If not already completed, this is an excellent time to take the following actions:

- Review your current workplace harassment and violence policies or employee handbooks to ensure that employees are protected from virtual harassment.
- Review your attendance policies or employee handbooks to see whether revisions are necessary as a result of the changes to the *ESA* regarding sick leave.
- Consider what alternative documentation may be required in the event of an *ESA*-protected sick leave.
- Review your current occupational health and safety policies and consider whether revisions are necessary as a result of changes to the application of the *OHSa* to private residences and the new posting requirements.
- In advance of January 1, 2025, affected construction employers may want to plan to provide menstrual products on relevant job sites.

*This article is for the purposes of only general information and does not constitute legal advice or opinion.*

We are reviewing this *Act* in its final form, and will provide more detailed information in the days to come.

### Need More Information?

For more information or assistance with complying with new workplace-related legislation, contact your [regular lawyer](#) at the firm.



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