

## RADAR

October 26, 2023



### Message From the Editor

- There are no key items of concern to highlight this week.

### GENERAL

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#### British Columbia – Pay Transparency

On October 23, 2023, Order in Council No. 576 was approved and ordered, to make the *Pay Transparency Regulation*.

This regulation supports the *Pay Transparency Act* that was passed on May 11, 2023.

As a reminder, beginning November 1, 2023, all employers in British Columbia must include the expected pay or the expected pay range for a specific job opportunity that they advertise publicly.

In addition, there will be a transition for employers to prepare and publicly post pay transparency reports. This requirement is being introduced in stages – by number of employees – to give employers time to prepare, as follows:

- November 1, 2023: BC Public Service Agency and Crown corporations with more than 1,000 employees (ICBC, BC Hydro, WorkSafeBC, BC Housing, BC Lottery Corporation and BC Transit)
- November 1, 2024: all employers with 1,000 employees or more

- November 1, 2025: all employers with 300 employees or more
- November 1, 2026: all employers with 50 employees or more

Source: [Pay Transparency Regulation](#)

#### Nova Scotia – Workers' Compensation/Harassment

On October 24, 2023, Nova Scotia announced a consultation on improving the workers' compensation system and preventing harassment in the workplace.

The compensation system was last reviewed in 2002, and the Province acknowledged that Nova Scotia lags behind other jurisdictions in areas such as workers' access to coverage, employer assessment rates and benefits.

With respect to the consultation on harassment in the workplace, the information gathered will be used to help create rules so employers can prevent harassment and support healthier and safer workplaces.

Source: [News Release](#)

## Ontario – Employment Standards

On October 26, 2023, Bill 79, *Working for Workers Act, 2023* received royal assent.

Among other matters, the bill amends the:

- *Employment Standards Act, 2000* (ESA) with respect to the following:
  - Reservist Leave - allow reservists to have their job protected when they are deployed to emergency operations inside Canada even if it's their first day at a new job, reduce the length of employment required for all other reasons from three months to two months, and expand the reasons for taking reservist leave to include where the employee may need additional time off to recover from physical or mental injuries
  - Remote Workers – provide that a “location at which an employer carries on business” includes an employee’s private residence for certain purposes (such as the count for mass termination provisions - to ensure that remote employees receive the same eight-week minimum notice of termination or pay-in-lieu as their in-office colleagues)
- Information for New Employees – authorizes regulatory changes to require that employers provide employees with information about their job, such as pay, work location and hours of work, and the date by which that information needs to be provided (e.g., before their first shift) [Note: Regulatory changes have not yet been made.]
- *Occupational Health and Safety Act* (OHSA) with respect to the following:
  - Penalties - Increase the maximum fine that may be imposed on a corporation convicted of an offence under the OHSA from \$1.5 million to \$2 million
- *Employment Protection for Foreign Nationals Act, 2009* with respect to the following:
  - Penalties - Strengthen protections for temporary foreign workers by establishing the highest maximum fines in Canada for employers and people who are convicted of taking possession of or retaining a foreign national’s passport or work permit

Source: [Bill 79, Working for Workers Act, 2023](#)

## WEALTH SOLUTIONS

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### Québec – Missing Beneficiaries

On October 23, 2023, Retraite Québec issued a reminder that pension plan administrators have until November 30, 2023, to take advantage of Revenu Québec's relief measures regarding the remittance of unclaimed financial assets, including amounts payable under a supplemental pension plan.

Source: [News](#)

## Contact Us

If you would like further information on any of these topics, please contact your Aon consultant at [canada.retirement@aon.com](mailto:canada.retirement@aon.com).

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