

# Working for Workers Act 2021 and 2022

## Working for Workers Act 2022 Summary

The *Working for Workers Act, 2022* as passed:

- Establishes foundational rights and protections for digital platform workers who provide ride-share, delivery, or courier services. This would guarantee them a minimum wage, protection of their tips, the resolution of disputes in Ontario, and protection from reprisals. [Learn more.](#)
- Tackles Ontario's historic labour shortage – the largest in a generation – by ensuring out-of-province workers can register in their regulated profession or trade within 30 days. This would help these workers become registered and find jobs in their field faster so they can contribute to driving Ontario's economic growth. [Learn more.](#)
- Requires greater transparency and address privacy concerns by mandating larger employers establish and share policies with their employees on how they are monitoring electronic devices like computers, cell phones and GPS systems. [Learn more.](#)
- Reduces the risk of death caused by opioid overdoses in workplaces by requiring employers to provide a naloxone kit in workplaces where overdoses are a potential hazard.
- Enhances worker protections and ensure that employers are held responsible for not complying with health and safety laws by increasing the maximum fines for operators and directors of businesses that fail to provide a safe work environment that leads to a worker being severely injured or dying on the job.
- Expands military reservist leave to cover time spent training and reduce the amount of time they need to hold a job before they have it protected from six to three months.
- Clarifies the treatment of many IT and business consultants under the Employment Standards Act. The changes would help give these workers greater opportunities for work, while giving businesses certainty about their obligations under the Act when engaging them.
- Reduces barriers in the provision of traditional Chinese medicine while ensuring consumer protection in the delivery of traditional Chinese medicine and acupuncture services.

Source: Government of Ontario

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### Additional Resources

- [Ontario Establishing General Minimum Wage for Digital Platform Workers](#)
- [Ontario Introduces Foundational Rights for Digital Platform Workers](#)

### Legal Updates on *the Working for Workers Act 2022*

[Employer News | Bill 88, Working for Workers Act, 2022 | Employer News | Rae Christen Jeffries LLP \(rcjlaw.ca\)](#)

[Ontario Introduces Bill 88, Working for Workers Act, 2022 \(hicksmorley.com\)](#)

<https://mathewsdinsdale.com/ontarios-working-for-workers-act-proposes-hard-hitting-ohsa-amendments-and-new-naloxone-duty/>

## ***Working for Workers Act 2021 Summary***

The *Working for Workers Act 2021* as passed:

- Requires employers with 25 or more employees to have a written policy about employees disconnecting from their job at the end of the workday to help employees spend more time with their families. [Learn more.](#)
- Bans the use of non-compete agreements that prevent people from exploring other work opportunities in order to make it easier for workers to advance in their careers. [Learn more.](#)
- Helps remove barriers, such as Canadian experience requirements, for internationally trained individuals to get licenced in a regulated profession and get access to jobs that match their qualifications and skills. [Learn more.](#)
- Requires recruiters and temporary help agencies to have a licence to operate in the province to help protect vulnerable employees from being exploited. [Learn more.](#)
- Requires business owners to allow delivery workers to use a company's washroom if they are delivering or picking up items. This supports the delivery drivers, couriers and truck drivers who have kept our essential supplies and economy going throughout the pandemic. [Learn more.](#)
- Allows surpluses in the Workplace Safety and Insurance Board's Insurance Fund to be distributed over certain levels to businesses, helping them cope with the impacts of COVID-19. [Learn more.](#)
- Enables the Workplace Safety and Insurance Board to work with entities, like the Canada Revenue Agency, to streamline remittances for businesses, enabling a way to give them an efficient one-stop-shop for submitting premiums and payroll deductions. [Learn more.](#)
- Allows the Ministry of Agriculture, Food and Rural Affairs to collect information related to the agri-food workforce to ensure the government can enhance the coordination of services such as vaccination and testing, and respond to issues that may arise.

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### **Additional Resources**

- [Ontario Creating a Better Future for Workers](#)

Source: Government of Ontario

### **Legal Updates on *the Working for Workers Act 2021***

[Ontario Government Proposes Important Employment Law Changes in Bill 27, Including Right to Disconnect | McCarthy Tétrault](#)

[Ontario Proposing Significant New Employment Law Changes in Bill 27 | Knowledge | Fasken](#)

[Ontario Updates: Bill 27 Proposes Significant Changes to Workplace Laws, New COVID-19 Screening Tool, and Minimum Wage Hike for January 2022 | Stikeman Elliott](#)

[Big Changes Proposed for the Employment Standards Act, 2000 | Koskie Minsky LLP \(kmlaw.ca\)](#)

### **Articles**

['Half-baked' Bill 27 won't protect migrant workers from exploitative recruiters, say advocates | The Star](#)

[Ontario's Bill 27: One Good Law, One Vacuous Law, and One Missing Law – The Law of Work \(CLWF\)](#)