



## *Executive Director's Report*

### **ONTARIO SEEKS PUBLIC INPUT TO CUT RED TAPE**

We have all talked at one time or another about the ever increasing amount of red tape involved in running a business and the increasing amount of administrative burden and cost to our businesses. March 29, 2016, the Ontario Government announced a program to modernize regulations, the Red Tape Challenge. The ministry statement says Ontario is asking businesses and the public to help identify and improve regulations that are unclear, outdated, redundant or unnecessarily costly.

Premier Kathleen Wynne joined Brad Duguid, Minister of Economic Development, Employment and Infrastructure (MEDEI), at Novo Plastics in Markham to launch the Red Tape Challenge, inviting the public to pinpoint problems such as forms that are too complex and technical information that is hard to understand. The aim is to help identify and eliminate regulatory duplication, lessen compliance burdens, shorten response times and make it easier for businesses and citizens to interact with government.

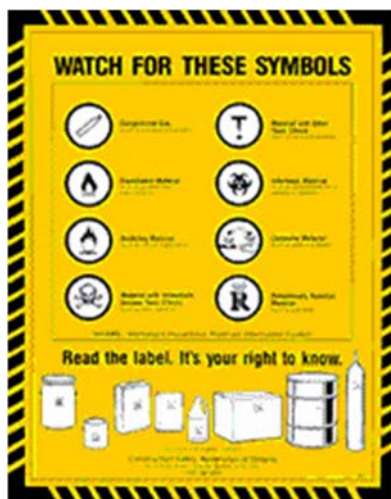
The Red Tape Challenge will focus on six business sectors over the next two years. It will start with auto parts manufacturing, then focus on food processing, financial services, mining, chemical manufacturing and forestry. Although construction has not been named as one of the business sectors specifically targeted, the DCN reports that Andreas Kyprianou, senior media and communications advisor with the MEDEI, has stated "even if someone is not a member of the sector currently up for consultation, they are encouraged to submit their feedback ... and that includes the construction sector".

This crowd-sourced program will help deliver on Ontario's commitment, through the Business Growth Initiative, to develop modern, outcome-focused and evidence-based regulations. The Business Growth Initiative will help foster an innovative and supportive business environment, while protecting environmental and health standards and enhancing worker safety.

Through the Red Tape Challenge, the public, businesses and industry associations can submit comments about Ontario's regulatory requirements directly to the government at [www.ontario.ca/redtapechallenge](http://www.ontario.ca/redtapechallenge). AAO encourages its members to become involved in this challenge. AAO will be bringing this opportunity to the attention of COCA members at their next board meeting in April.

### **MINISTRY OF LABOUR (MOL) UPDATE – NEW WHMIS 2015 POSTER**

#### **OLD WHMIS 1998**



#### **NEW WHMIS 2015**



## *Executive Director's Report (continued)*

Everyone has probably seen the old WHMIS poster since 1998 (top left). In February 2015, the Workplace Hazardous Materials Information System (WHMIS) in Canada changed. There are new rules for classifying and labeling hazardous products and formatting Safety Data Sheets. Workers who may be exposed to hazardous material are required to be trained on the hazard classification system used in their workplace.

To help reinforce the training workers have received on the new system, IHSA has created a new WHMIS 2015 poster (top right) that shows the new pictograms and hazard classes for WHMIS 2015. Posters can be obtained by visiting IHSA's website at:

<http://www.ihsa.ca/IHSA/Products/Items/WHMIS-2015-Poster.aspx>

Note: There is a transition period from the old WHMIS 1998 to the new WHMIS 2015. Until this transition period ends on December 1, 2018, most workplaces will be using both systems. AAO suggests that both posters be posted at jobsites during the transition period.

### **UPCOMING Office of the Employer Advisor (OEL) WSIB FREE WEBINARS**

Copy the following URL to your browser to register:

<http://www.employeradviser.ca/en/construction-employer/> (see right side "Upcoming Events")

### **WSIB Audits**

April 7, 2016 - 10:00 a.m. – 11:00 a.m.

### **UPCOMING Mathews Dinsdale Seminars/Webinars**

Copy the following URL to your browser to register for new sessions or review archived session videos:

<http://www.mathewsdinsdale.com> (see right side)

### **Workplace Sexual Harassment: Managing the Impact of Bill 132 – Free Webinar**

April 14, 2016

8:00 am – 9:30 am

### **Workplace Surveillance Seminar**

May 12, 2016

8:30 am – 4:30 pm

### **IMPORTANT DATES**

April 15 – 19, 2016

### **AWCI Annual Convention & INTEX Expo**

Mercedes-Benz Superdome

Hyatt Regency

New Orleans, Louisiana

If you have any questions, please call me at 519-671-5930.

Paul Gunning  
Executive Director

*The Mathews Dinsdale Minute*

Change is inevitable, and 2016 will be no exception for workers' compensation in Ontario. As many of you know, the WSIB is in the midst of making significant changes to the way employers are classified and the way premiums are set, known as the Rate Framework Reform. Lost in the commotion surrounding the Rate Framework Reform are a number of other changes and amendments to the Workplace Safety and Insurance Act, 1997 ("the WSIA") that take effect in 2016.

While we can't outline all of the changes in this article, we would like to take a moment to highlight some of the most notable for you, including:

- **Reprisals:** It is now an offence for employers to i) try and discourage (or prevent) a worker from reporting a workplace injury or illness to the WSIB, or ii) influence or induce the worker to withdraw (or abandon) a claim for benefits;
- **Penalties:** The maximum penalty for a corporation on conviction of an offence has been increased from \$100,000 to \$500,000 (per offence). Offences include (but are not limited to): i) knowingly providing a false or misleading statement to the Board, or ii) wilfully failing to inform the Board of a material change in circumstance in connection with an obligation of the employer under the WSIA within 10 days of the change;
- **Benefits:** As the result of the passing of the Budget Measures Act, 2015, all partial WSIB benefits for all workers in Ontario (regardless of date of injury) will be indexed to inflation, resulting in potential increased costs for employers.

While the addition of the concept of a "reprisal" is new to the WSIA, it should not be new to employers. These changes bring the WSIA in line with other provincial legislation which prevents employers from engaging in a reprisal against employees for trying to claim or enforce their rights including the Occupational Health and Safety Act, the Employment Standards Act, 2000, and the Human Rights Code.

In addition to the above, there are also significant changes coming to the leadership at the WSIB in 2016, including a new President and Chief Executive Officer and a new Chief Operating Officer. It is not a stretch to believe that these changes in leadership will lead to further changes in 2016 and beyond.