



BorEHal October 2022 Edition: Reminder: Electronic Monitoring Policy - Employers had to be compliant by October 11, 2022

October 18, 2022

As our readers will recall, the *Employment Standards Act, 2000* now requires employers with 25 or more employees (calculated as of January 1, 2022) to put in place a written policy with respect to their electronic monitoring practices of employees. As a reminder, employers must have the policy in place by **October 11, 2022**.

The government has published a [guide](#) to assist employers with this new requirement.

[Find out more](#) regarding your implementation obligations.

WHAT'S NEW IN LABOUR AND EMPLOYMENT LAW

Health and Safety

In *Sudbury Mine, Mill and Smelter Workers Local 598, Unifor v Sudbury Integrated Nickel Operations (Glencore)*, the grievor, a miner, was terminated for failing to have used the appropriate fall arrest protection while working over an open hole. The grievor asked a colleague to block the video recording of his actions.

The arbitrator found that the grievor was negligent and acted contrary to the employer's safety protocol and the *Occupational Health and Safety Act*. In upholding the termination, the arbitrator held that the premeditated aspect of the grievor's actions were an aggravating factor in the circumstances. [Find out more](#).

INDUSTRY UPDATES

Hospitality and Retail

Last January, the general minimum wage for Ontario increased from \$14.35 per hour to \$15 per hour. Effective **October 1, 2022**, the general minimum wage increased to \$15.50 per hour. This is equivalent to an 8% increase over one year.

This new wage will apply to most employees, except for certain students under 18 years old, hunting, fishing and wilderness guides, and homeworkers. [Find out more](#).

EVENTS



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2022 Partners In Prevention (PIP) Regional Conference Series Finding Balance

PIP Southwestern Conference

Wednesday, October 19, 2022

PIP Forum North Conference

Tuesday, November 1, 2022

Wednesday, November 2, 2022

[Find out more](#)