

Monthly Compliance Briefing for OHS Coordinators (Ontario)



November was an active month on the Ontario OHS regulatory front highlighted by the upcoming WHMIS GHS 7 compliance deadline and major OHS and workers' comp legislation. Here's a look at the key developments that may affect the OHS program of Ontario companies along with Action Points for dealing with them.

WHMIS & Hazardous Products

January 1, 2026 is the final deadline to comply with [GHS 7 WHMIS rules](#). For most companies, the biggest changes relate to the hazard information that must be listed on Safety Data Sheets (Sections 9 & 14). In addition, there are new GHS 7 classification rules for flammable gases, aerosols, chemicals under pressure, and STOT-SE Category 3 chemicals. Combustible dust hazard statement requirements are updated to allow either the original statement or "May form explosible dust-air mixture."

Bill 30

Bill 30, the *Working for Workers Seven Act*, remains the most consequential initiative to keep an eye on. The Bill, which is in Second Reading and likely to pass before the end of the

year, includes significant changes to OHS laws, including provisions that:

- Authorize Ontario MOL inspectors to issue Administrative Monetary Penalties (AMPs) for OHS violations;
- Require construction sites with 20 or more workers that are expected to last 3 months or longer to install automated external defibrillators (AEDs) that deliver an electrical shock to restart the heart of a person in cardiac arrest;
- Require the WSIB to create a mechanism for refunding AEDs costs to employers;
- Provide for mandatory acceptance of all CP0-accredited Health and Safety Management Systems (HSMSs) in government procurement;
- Impose AMPs on employers that fail to pay workers' comp premiums or commit other workers' comp violations; and
- Impose new workers' comp information responsibilities on employers.

Noise-Induced Hearing Loss

Noise and hearing-loss protections are under review. WSIB consultations propose raising the threshold for hearing-loss entitlement, removing aging-related deductions, and clarifying noise exposure requirements.

Transportation Safety

Transportation and infrastructure legislation is also making its way through the Ontario Assembly. Bill 60 aims to cut red tape on construction projects, addressing traffic-lane reductions for new bicycle lanes and streamlining cost reporting for towing and storage. In parallel, the new Pothole Prevention and Repair Program provides municipal funding for critical road maintenance, directly impacting road-related hazards for mobile workers.

Artificial Intelligence

Emerging technologies and workforce innovation are on the provincial agenda. Bill 61 would implement an AI strategy to support talent, innovation, and regulatory oversight. Meanwhile, investments in the Skills Development Fund and apprenticeship expansion underscore a government focus on skilled-trades workforce development.

Privacy & Digital Risk Management

Updated de-identification guidelines from the Ontario Information and Privacy Commission require careful handling of structured datasets, including those related to worker safety, to avoid breaches and maintain regulatory compliance.

Workplace Violence & Gender-Based Initiatives

Ontario is strengthening support for survivors of gender-based violence, investing \$26.7 million in shelters and court-support programs. These initiatives highlight the growing recognition that domestic violence and safety risks often extend into the workplace, demanding proactive employer interventions.

Key Cases

The biggest reported OHS fine in Ontario this month was the \$150,000 penalty against a paint plant for failing to guard the rotating shaft of a machine that ended up ensnaring a worker and inflicting fatal injuries. The victim was working alone when the incident occurred.

In *Safwat Elmor v Stock Transportation Ltd.*, the OLRB dismissed the reprisal claim of a worker JHSC member who

received a warning for initiating an unauthorized work stoppage. The employer ended up removing the warning from the worker's file. And since the issue was moot, the OLRB said it would be pointless to determine whether the employer engaged in a reprisal when it imposed the warning.

Action Points

Here's a Checklist of Action Points for Ontario OHS coordinators to take away from these developments:

1. WHMIS GHS 7 Compliance

- Conduct an [SDS inspection](#) to assess whether your current SDSs meet the new GHS 7 requirements for Sections 9 and 14.
- If the current SDS isn't compliant, [get an updated version of the SDS from the](#) supplier of the product.
- Find out more about [the new SDS standards](#) and the 6 things you must do to comply, along with [templates of written requests](#) and [other records you'll need to document compliance](#).

2. Administrative Monetary Penalties

- Prepare for potential Administrative Monetary Penalties for OHS and workers' comp violations.
- Find out about the current [Administrative Monetary Penalty rules](#) across Canada.

3. Noise & Hearing Conservation

- Align hearing-loss programs with WSIB proposed changes: 26.25 dB minimum threshold, NET 90 dBA

- over 5 years, no presbycusis deduction.
- Conduct exposure audits in high-noise areas.
- Find out how to use the OHSI [Noise Control & Hearing Conservation Program template](#) to protect your workers from hazardous noise exposure.

4. First Aid & AEDs Compliance

- Deploy AEDs on construction sites with 20+ workers for long-duration projects.
- Find out more about the [new Ontario AEDs regulations](#).
- Use the OHS Insider [AEDs Compliance Game Plan](#) to create and implement an AEDs program.
- Monitor WSIB reimbursement regulations to ensure reimbursement for your AEDs expenses.

5. Artificial Intelligence

- Explore AI applications to enhance hazard detection, incident trend analysis, and training effectiveness.
- Find out about [the 11 ways you can use](#) AI to improve workplace safety and OHS compliance.

6. Privacy & Data De-Identification

- Update policies and training to ensure compliance with expanded de-identification standards for structured safety data.

7. Workplace Violence, Domestic Violence

& Harassment

- Find out how to implement an effective [Workplace Violence and Harassment Compliance Game Plan](#) at your site.
- Recognize that domestic violence can extend into the workplace and implement an effective [Workplace Domestic Violence Prevention Plan](#) to protect your own workers.

8. Machine Safety & Hazard Controls

- Reassess guarding, lockout, and lone-worker procedures in all mechanical operations.
- Find out how to implement a legally sound [Machine Guarding Compliance Game Plan at](#) your workplace.

9. Reprisal Prevention

- Find out how to [avoid reprisals liability](#) when disciplining workers for safety violations.
- Implement rigorous documentation and procedural safeguards when disciplining workers involved in safety-related activities or union roles.