OHS Insider Newsletter – July 2026



The July 2026 edition of the OHS Insider Newsletter focuses on the practical safety, compliance, and emergency planning issues that become especially important as summer work ramps up across Canada. This month's issue looks at heat awareness, seasonal hiring, environmental contamination disclosure, incident reporting for distributed teams, fire and evacuation planning, and important legal and regulatory updates from across the country.

A major theme in this issue is summer heat and the responsibility employers have to plan before temperatures become dangerous. The newsletter explains that heat-related illness is not just a concern for obvious outdoor worksites like construction, forestry, agriculture, roadwork, and utilities. It can also affect warehouses, factories, kitchens, delivery drivers, transit workers, and offices with poor climate control. The article walks through the importance of heat stress policies, worker and supervisor training, shaded rest breaks, access to cool drinking water, acclimatization, workload adjustments, emergency response procedures, and practical PPE choices. The key message is that heat safety has to be built into the work plan before workers begin showing symptoms.

The July issue also includes a useful Ask the Expert feature on hiring seasonal workers in Canada. Seasonal employees may

only be with an organization for a short period, but they are still entitled to many of the same protections as permanent employees. The newsletter reminds employers to address employment standards, payroll records, statutory deductions, overtime, vacation pay, public holiday entitlements, training, supervision, PPE, and safe working conditions. It also cautions employers against misclassifying seasonal workers as independent contractors and recommends using clear written agreements that define the role, schedule, expected duration of employment, compensation, and end-of-season arrangements.



Another important article examines whether sellers of land must disclose environmental contamination to buyers. The newsletter explains the difference between patent defects, which a buyer could reasonably discover through proper due diligence, and latent defects, which may not be obvious and may need to be disclosed. Through two Canadian cases, the article shows how courts may treat contamination differently depending on what the seller knew, what the buyer should have discovered, what the property was being used for, and whether the contract made any representations about the land. For OHS and environmental leaders, the broader lesson is that environmental risk is not just a technical issue. It can become a major legal and financial issue when disclosure, documentation, and due diligence are weak.

The issue also takes a practical look at incident reporting for distributed workers. As more employees work remotely, on the road, at client sites, or across multiple jurisdictions, traditional reporting systems can leave serious gaps. A worker may be alone, the supervisor may be in another city, witnesses may belong to another employer, and the first report may come by text message instead of through a formal system. The article explains that employers need clear reporting rules before something happens. Workers should know what must be reported, supervisors should know what needs immediate

escalation, and safety staff should understand which jurisdictional reporting rules apply. The newsletter also recommends using jurisdictional reporting matrices, mobile reporting tools, photo documentation, GPS records, dispatch logs, and stronger near-miss reporting to make remote and field-worker incidents more visible.

For readers tracking Canadian regulatory developments, the Month-in-Review section provides a quick scan of new laws, announcements, enforcement trends, and workers' compensation updates across the country. This month's updates include national efforts to harmonize Working at Heights and Mobile Elevating Work Platforms training, British Columbia's 2025 workplace fatality statistics, Manitoba's environmental compliance order changes, New Brunswick's move toward electronic injury reporting, Newfoundland and Labrador's revised PRIME Program priorities, Nova Scotia's new air-quality pollutant limits, Ontario's proposed increase to Loss-of-Earnings benefits, PEI's proposed limits on sick-note requirements, and recent injury-rate trends in Saskatchewan and Yukon. Across jurisdictions, the pattern is clear: employers need to keep pace with more detailed compliance expectations and stronger documentation requirements.

The case alerts section reinforces how safety and compliance failures play out in real workplaces. This month's cases cover religious accommodation and vaccine objections, OHS disclosure orders involving asbestos records, a major C-45 criminal negligence fine after a trench fatality and serious injury, hot work and fuel-line hazards at a petroleum refinery, an ATV rollover fatality involving powered mobile equipment, and a workplace harassment complaint involving alleged sex discrimination. Together, these cases show that regulators, courts, and tribunals continue to focus on whether employers had reasonable controls, training, supervision, procedures, documentation, and follow-through.

The issue closes with a timely article on fire and evacuation planning. With wildfire seasons becoming longer and more severe, and structural fires remaining a persistent workplace hazard, the newsletter reminds OHS managers and HR leaders that emergency preparedness is a core part of due diligence. A strong fire and evacuation plan starts with a hazard assessment, including ignition sources, fuel loads, flammable materials, hot work, electrical risks, housekeeping issues, and external wildfire exposure. It also requires updated evacuation maps, trained fire wardens or floor monitors, reliable communication systems, regular drills, documented procedures, and annual plan reviews. For higher-risk sites, the article also encourages broader business continuity planning, remote work contingencies, coordination with local emergency services, and pre-evacuation planning.

Overall, the July 2026 OHS Insider Newsletter is a timely and practical issue for employers preparing for the operational realities of summer. It connects seasonal work, heat exposure, emergency preparedness, environmental risk, incident reporting, and legal compliance in a way that is useful for OHS leaders, HR professionals, supervisors, and senior management. If your organization is trying to reduce preventable risk, strengthen documentation, and stay ahead of compliance obligations, this month's edition is well worth reading.

WHAT YOU NEED TO KNOW THIS MONTH

https://ohsinsider.com/wp-content/uploads/2026/06/10638205_17822379781.mp3

IMPORTANT DATES

July 1—Ontario—New *Digital Security* regulations for public hospitals, schools, and other public sector entities take effect.

July 1—Ontario—Revised OHS regulations governing respirator standards take effect.

July 10—Federal—Deadline to comment on proposed changes to *Privacy Act.*

July 15—Nationwide—New regulations for immigration consultants take effect.

July 24—British Columbia—Deadline to comment on proposed OHS amendments for shortcrete backing at construction sites.

July 31—Nova Scotia—Deadline to apply for Emergency Services Provider Fund (EPSF) grants.

THIS MONTH'S CONTENT IN FULL

- **Heat Awareness: Preparing for Summer Work in Canadian Workplaces**
- **Hiring Seasonal Workers Ask the Expert**
- **Must Seller of Land Disclose Environmental Contamination to Buyer?**
- **Real Life Safety Heroes: John L. Lewis**
- **How Canadian Employers Can Keep Control of Incident Reporting for Distributed Workers**
- **Month In Review**
- **Emergency Preparedness Week: Fire and Evacuation Planning**

ADDITIONAL TOOLS AND READING

- **What to do when workers defy your mandatory vaccination policy**
- **How to use privilege rules to shield confidential client**

records, internal investigation reports, and other sensitive safety information from OHS investigators.

- **Manage criminal liability risks under C-45.**
- How to implement a legally sound and effective Hot Work and Welding Compliance Game Plan at your workplace.
- **Effective Powered Mobile Equipment Operation Policy.**
- Assessment Questionnaire template to uncover hidden harassment, bullying, and stalking problems at your workplace.