

**Bill 168 Information Session hosted by BrantJobs, BrantHR, City of Brantford
Economic Development and Tourism
Ministry of Labour – Chris Boccinfuso – Regional Program Coordinator, Hamilton
Niagara Q&A**

- 1.) Does the MOL consider volunteers and students as workers under this legislation?

MOL definition of a worker is anyone who receives wages.

- 2.) Can companies expect random audits effective June 15, 2010?

Effective June 15, 2010, inspectors will include questions about the amendments to Bill 168 and workplace safety. The expectation is that workplaces will be fully compliant. The MOL may issue orders, but workplaces will likely be given reasonable timeframes to become compliant.

- 3.) Domestic violence determination by MOL – does the Privacy Act supersede the Workplace Safety act?

Health and Safety Act usually supersedes all other acts.

- 4.) What exemptions do employers with 5 employees or less have?

The only exemption for employers with 5 employees or less is from having to have a written policy available in an accessible area. These employers are still required to have a policy and provide training etc, the same as larger employers.

- 5.) Can the written document be written as one policy covering all areas, or does it need to be separate documents?

Think of the document as 2 parts – the first is the policy, which can be a one-pager, and secondly, the program elements, which provides all of the detail related to the elements of policy.

- 6.) Where can I access sample risk assessments and other tools?

http://www.iapa.ca/main/resources/resources_downloads.aspx