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Bill 30

An Act to amend various statutes with respect to employment and labour and other matters

The Hon. D. Piccini

Minister of Labour, Immigration, Training and Skills Development

Government Bill

1st Reading May 28, 2025

2nd Reading

3rd Reading

Royal Assent



EXPLANATORY NOTE

SCHEDULE 1 CITY OF TORONTO ACT, 2006

A new section 25.1 of the *City of Toronto Act, 2006* authorizes the Lieutenant Governor in Council to make regulations imposing limits and conditions on the power of the City under the Act in relation to one or more classes of certain undertakings relating to training or skills development, or providing that the City cannot exercise the power in specified circumstances.

The Schedule also amends the Act to refer to regulations under the *Planning Act* respecting the application of sections 113 and 114 of the *City of Toronto Act, 2006* to certain undertakings relating to training or skills development.

SCHEDULE 2 EMPLOYMENT STANDARDS ACT, 2000

The Schedule amends the *Employment Standards Act, 2000* as follows:

1. A new provision is added requiring persons who operate job posting platforms to have a mechanism or procedure for users of the platform to report fraudulent publicly advertised job postings to the person operating the job posting platform and to have a written policy with respect to fraudulent publicly advertised job postings.
2. A new section is added permitting job seeking leave. The new section provides that, if 50 or more employees receive notice of termination, an employee who receives such a notice is entitled to three days leave of absence without pay to engage in activities related to obtaining employment.
3. The Act is also amended to permit extended lay-offs in certain circumstances. The lay-off may be 35 or more weeks in any period of 52 consecutive weeks, but not 52 or more weeks in any period of 78 consecutive weeks. An extended lay-off is permitted if employer and employee agree to it and the Director approves. Various related and consequential amendments are made.

SCHEDULE 3 MUNICIPAL ACT, 2001

A new section 451.2 of the *Municipal Act, 2001* authorizes the Lieutenant Governor in Council to make regulations imposing limits and conditions on the power of a municipality under the Act in relation to one or more classes of certain undertakings relating to training or skills development, or providing that a municipality cannot exercise the power in specified circumstances.

SCHEDULE 4 OCCUPATIONAL HEALTH AND SAFETY ACT

Section 7.6.1 of the *Occupational Health and Safety Act* is amended to provide that health and safety management systems accredited under that section must be treated as equivalents.

The Act is amended to provide for the reimbursement to certain employers of defibrillator costs.

New Part IX.1 of the Act establishes an administrative penalty scheme. Inspectors are authorized to issue administrative penalty notices and may impose administrative penalties for contraventions of or failures to comply with the Act in amounts determined in accordance with the regulations.

The Lieutenant Governor in Council is given authority to make regulations relating to the amendments.

SCHEDULE 5 ONTARIO IMMIGRATION ACT, 2015

The Schedule amends the *Ontario Immigration Act, 2015* to provide that, when carrying out an inspection, an inspector may require a person to attend an in-person interview separate and apart from other persons. The regulation-making powers are also amended to permit certain regulation-making powers to be delegated from the Lieutenant Governor in Council to the Minister.

SCHEDULE 6 PLANNING ACT

The Schedule amends the *Planning Act* to provide that certain undertakings relating to training or skills development are not subject to the Act or section 113 or 114 of the *City of Toronto Act, 2006*, and to add related regulation-making powers.

SCHEDULE 7 WORKPLACE SAFETY AND INSURANCE ACT, 1997

The Schedule amends the *Workplace Safety and Insurance Act, 1997*. Here are some highlights:

New section 22.2 of the Act prohibits an employer from making a false or misleading statement or representation to the Board in connection with any person's claim for benefits under the insurance plan.

Sections 80 and 89 of the Act are amended to provide for administrative penalties.

Under new section 152.1 of the Act, a contravention of section 88 is an offence.

Section 158 of the Act is amended to provide that persons convicted of two or more counts of the same offence in the same legal proceeding are liable to a maximum penalty of \$750,000 for each conviction. A list of aggravating factors to be considered in determining a penalty is also added.

**An Act to amend various statutes with respect to
employment and labour and other matters**

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Preamble

The Government of Ontario continues to:

Protect Ontario workers and their families by creating safer workplaces and fighting worker abuse with stronger penalties for those trying to exploit Ontario workers.

Grow and strengthen Ontario's skilled trade workforce by helping workers access better training, better jobs and bigger paycheques.

Keep costs down for workers and businesses to make Ontario the most competitive place to invest, create jobs and do business.

Therefore, His Majesty, by and with the advice and consent of the Legislative Assembly of the Province of Ontario, enacts as follows:

Contents of this Act

1 This Act consists of this section, sections 2 and 3 and the Schedules to this Act.

Commencement

2 (1) Except as otherwise provided in this section, this Act comes into force on the day it receives Royal Assent.

(2) The Schedules to this Act come into force as provided in each Schedule.

(3) If a Schedule to this Act provides that any of its provisions are to come into force on a day to be named by order of the Lieutenant Governor in Council, an order may apply to one or more of those provisions, and orders may be issued at different times with respect to any of those provisions.

Short title

3 The short title of this Act is the *Working for Workers Seven Act, 2025*.

**SCHEDULE 1
CITY OF TORONTO ACT, 2006**

1 The *City of Toronto Act, 2006* is amended by adding the following section:

Regulations, undertakings re training and skills development

25.1 (1) If the Lieutenant Governor in Council considers that it is necessary or desirable to do so, the Lieutenant Governor in Council may make regulations imposing limits and conditions on the power of the City under this Act in relation to one or more classes of undertaking described in subsection (2), or providing that the City cannot exercise the power in specified circumstances.

Same

(2) Subsection (1) applies to an undertaking that entails,

- (a) the development or redevelopment of a building, structure or part of a building or structure, where,
 - (i) the development or redevelopment is funded in part pursuant to a funding agreement entered into by the Ministry of Labour, Immigration, Training and Skills Development, and
 - (ii) the building, structure or part of the building or structure is to be used for training or skills development purposes agreed to in the funding agreement; or
- (b) the use of a building, structure or part of a building or structure referred to in clause (a), or the use of the parcel of land on which the building or structure is located, for training or skills development purposes agreed to in the funding agreement.

Same

(3) If a regulation under subsection (1) imposes limits or conditions on a power of the City or provides that the City cannot exercise a power in specified circumstances, any by-law made by the City under the applicable power is inoperative to the extent of the limits, conditions or prohibition.

2 The Act is amended by adding the following section:

Non-application of s. 113 or 114 — training or skills development undertakings

114.4 A regulation made for the purposes of section 62.0.4 of the *Planning Act* may provide that section 113 or 114 of this Act applies, or may set out restrictions or limitations with respect to their application, to an undertaking or class of undertakings described in section 62.0.4 of the *Planning Act*.

Commencement

3 This Schedule comes into force on the day the *Working for Workers Seven Act, 2025* receives Royal Assent.

**SCHEDULE 2
EMPLOYMENT STANDARDS ACT, 2000**

1 Section 8.1 of the *Employment Standards Act, 2000* is amended by adding the following definition:

“job posting platform” means an online platform that displays publicly advertised job postings but does not include,

- (a) an online platform operated by an employer that only advertises publicly advertised job postings for positions with the employer, or
- (b) an online platform that meets such criteria as may be prescribed; (“plateforme d’affichage de postes”)

2 The Act is amended by adding the following section:

Mechanism for reporting fraudulent publicly advertised job postings

8.7 (1) A person who operates a job posting platform shall ensure it has a mechanism or procedure in place for users of the job posting platform to report fraudulent publicly advertised job postings to the person operating the job posting platform and shall display the mechanism or procedure in a conspicuous place on the job posting platform where it is likely to come to the attention of the users of the job posting platform.

Policy on fraudulent publicly advertised job postings

(2) A person who operates a job posting platform shall have a written policy with respect to fraudulent publicly advertised job postings, which shall include,

- (a) information about how the person will address fraudulent publicly advertised job postings; and
- (b) any other prescribed information.

Posting

(3) A person who operates a job posting platform shall post and keep posted a copy of the written policy in at least one conspicuous place on the job posting platform where it is likely to come to the attention of the users of the job posting platform.

Complaints

(4) A person may not file a complaint under subsection 96 (1) alleging a contravention of this section or have such a complaint investigated.

3 (1) Subsection 15 (7) of the Act is amended by striking out “or reservist leave” and substituting “reservist leave or job seeking leave”.

(2) Section 15 of the Act is amended by adding the following subsection:

Retention of fraudulent publicly advertised job postings policy

(8.3) A person who operates a job posting platform shall retain, or arrange for some other person to retain, copies of every written policy on fraudulent publicly advertised job postings required under subsection 8.7 (2) for three years after the policy ceases to be in effect.

(3) Section 15 of the Act is amended by adding the following subsection:

Retention of extended lay-off agreements

(10) An employer shall retain or arrange for some other person to retain copies of every agreement for an extended lay-off that the employer has made with an employee under subsection 66.1 (1) for three years after the date the approval of the extended lay-off expires under subsection 66.1 (8).

4 The Act is amended by adding the following section:

JOB SEEKING LEAVE

Job seeking leave

50.3 (1) Subject to subsection (10), an employee to whom notice has been given under section 58 of the Act is entitled to a leave of absence without pay to engage in activities related to obtaining employment, including job searches, interviews and training.

Same, limit

(2) An employee’s entitlement to leave under this section is limited to a total of three days during the notice period.

Same, unpaid

(3) Clause 60 (1) (b) of the Act does not apply to any leave taken under this section.

Advising employer

(4) An employee who wishes to take a leave under this section shall advise the employer that the employee will be doing so at least three days before beginning the leave, if possible.

Leave deemed to be taken in entire days

(5) For the purposes of an employee's entitlement under subsection (1), if an employee takes any part of a day as leave under this section, the employer may deem the employee to have taken one day of leave on that day.

Evidence

(6) An employer may require an employee who takes leave under this section to provide evidence reasonable in the circumstances that the employee is entitled to the leave.

Job seeking leave taken under employment contract

(7) If an employee takes a paid or unpaid leave of absence under an employment contract in circumstances for which the employee would also be entitled to take a leave under this section, the employee is deemed to have taken the leave under this section.

Same, application of Act to deemed leave

(8) All applicable requirements and prohibitions under this Act apply to a leave deemed to have been taken under subsection (7).

Same, application of subs. (5) to deemed leave

(9) Subsection (5) applies with necessary modifications to a leave deemed to have been taken under subsection (7).

Exception where pay instead of notice

(10) If an employer, in accordance with section 61, terminates an employee with a period of notice that is 25 per cent of the notice required under section 58, or less, the employee is not entitled to leave under this section.

5 (1) Clause 56 (2) (c) of the Act is amended by striking out "a lay-off longer than a lay-off described in clause (b)" and substituting "a lay-off of 35 or more weeks in any period of 52 consecutive weeks".

(2) Subsection 56 (2) of the Act is amended by striking out "or" at the end of clause (b), by adding "or" at the end of clause (c) and by adding the following clause:

(d) in the case of an employee who is not represented by a trade union, a lay-off of 35 or more weeks in any period of 52 consecutive weeks, if the lay-off is less than 52 weeks in any period of 78 consecutive weeks and,

(i) the employer recalls the employee within the time set out in an agreement between the employer and employee, and

(ii) the employer has received an approval for an extended lay-off from the Director under subsection 66.1 (6).

(3) Subsection 56 (3) of the Act is amended by striking out "(3.6)" and substituting "(3.8)".

(4) Subsection 56 (3.2) of the Act is repealed and the following substituted:

Effect of excluded week

(3.2) For the purposes of clauses (2) (a), (b) and (d), an excluded week shall be counted as part of the periods of 20, 52 and 78 weeks, as the case may be.

(5) Section 56 of the Act is amended by adding the following subsections:

Lay-off, no regular work week

(3.7) For the purposes of clauses (1) (c) and (2) (d) and subject to the regulations, if any, an employee who does not have a regular work week is laid off for a period longer than the period of a temporary lay-off if for 52 or more weeks in any period of 78 consecutive weeks the employee earns less than one-half the average amount the employee earned per week in the period of 12 consecutive weeks that preceded the 78-week period.

Effect of excluded week

(3.8) For the purposes of subsection (3.7) and subject to the regulations, if any,

(a) an excluded week shall not be counted as part of the 52 or more weeks but shall be counted as part of the 78-week period; and

(b) if the 12-week period contains an excluded week, the average amount earned shall be calculated based on the earnings in weeks that were not excluded weeks and the number of weeks that were not excluded.

6 (1) Clause 63 (1) (c) of the Act is repealed and the following substituted:

- (c) the employer lays the employee off for 35 or more weeks in any period of 52 consecutive weeks or, where the Director has approved an extended lay-off under subsection 66.1 (6), beyond the date the approval expires under subsection 66.1 (8).

(2) Subsections 63 (2.2) to (2.4) of the Act are repealed and the following substituted:

Effect of excluded week

(2.2) For the purposes of clause (1) (c), an excluded week shall be counted as part of the period of 52 weeks or 78 weeks, as the case may be.

Lay-off, no regular work week

(2.3) For the purposes of clause (1) (c) and subject to the regulations, if any,

- (a) an employee who does not have a regular work week is laid off for 35 or more weeks in any period of 52 consecutive weeks if, for 35 or more weeks in any period of 52 consecutive weeks the employee earns less than one-quarter the average amount the employee earned per week in the period of 12 consecutive weeks that preceded the 52-week period; or
- (b) an employee who does not have a regular work week is laid off for 52 or more weeks in any period of 78 consecutive weeks if, for 52 or more weeks in any period of 78 consecutive weeks the employee earns less than one-quarter the average amount the employee earned per week in the period of 12 consecutive weeks that preceded the 78-week period.

Effect of excluded week

(2.4) For the purposes of subsection (2.3) and subject to the regulations, if any,

- (a) an excluded week shall not be counted as part of the 35 or more weeks, but shall be counted as part of the 52-week period or, where the Director has approved an extended lay-off under subsection 66.1 (6), an excluded week shall not be counted as part of the 52 or more weeks, but shall be counted as part of the 78-week period; and
- (b) if the 12-week period contains an excluded week, the average amount earned shall be calculated based on the earnings in weeks that were not excluded weeks and the number of weeks that were not excluded.

7 The Act is amended by adding the following section:

Extended lay-off

Agreement with employee

66.1 (1) An employer and an employee may agree to a lay-off that is 35 or more weeks in any period of 52 consecutive weeks, but may not agree to a lay-off of 52 or more weeks in any period of 78 consecutive weeks.

No withdrawal

(2) Once an employee has agreed to an extended lay-off described in subsection (1), the employee may not withdraw such agreement.

Agreement

(3) An agreement for an extended lay-off is not valid unless, before the agreement was made, the employer had provided to the employee, in writing,

- (a) the latest date the employer intends to recall the employee; and
- (b) a statement of the rule set out in subsection (2).

Application for approval

(4) An employer who has entered into an agreement described in subsection (1) with one or more employees may apply to the Director for approval of the extended lay-off.

Application form

(5) The application shall be in a form approved by the Director and shall include the prescribed information, if any.

Approval

(6) The Director may issue an approval to the employer allowing an extended lay-off.

Employees to whom approval applies

(7) An approval only applies to an employee who entered into an agreement described in subsection (1).

Expiry

(8) An approval expires on the earlier of,

- (a) the date referred to in clause (3) (a); and

(b) the first day on which the lay-off is 52 or more weeks in any period of 78 consecutive weeks.

Further applications

(9) For greater certainty, nothing in this section prevents an employer from applying for a further approval before an approval expires pursuant to clause (8) (a), provided that the period the employee has been laid off and the further period applied for is not 52 or more weeks in any period of 78 consecutive weeks.

Same

(10) The requirements of this section apply to any further applications and approvals.

Exception

(11) This section does not apply to an employee who is represented by a trade union.

8 Clause 67 (1) (a) is repealed and the following substituted:

(a) termination pay under section 61 because of a lay-off of 35 or more weeks or, where the Director has approved an extended lay-off under subsection 66.1 (6), beyond the date the approval expires under subsection 66.1 (8).

9 (1) Subsection 141 (1) of the Act is amended by adding the following paragraph:

12.1 Establishing rules for determining whether an employee who does not have a regular work week is laid off for a period longer than the period of a temporary lay-off for the purposes of clauses 56 (1) (c), 56 (2) (d), and 63 (1) (c).

(2) Section 141 of the Act is amended by adding the following subsection:

Retroactive regulation

(1.1.1) A regulation made under paragraph 12.1 of subsection (1) is, if it so provides, effective with reference to a period before it is filed.

Commencement

10 (1) Except as otherwise provided in this section, this Schedule comes into force on the day the *Working for Workers Seven Act, 2025* receives Royal Assent.

(2) Sections 1 and 2 and subsection 3 (2) come into force on the later of the day subsection 2 (1) of Schedule 2 to the *Working for Workers Four Act, 2024* comes into force and the day the *Working for Workers Seven Act, 2025* receives Royal Assent.

**SCHEDULE 3
MUNICIPAL ACT, 2001**

1 The *Municipal Act, 2001* is amended by adding the following section:

Regulations, undertakings re training and skills development

451.2 (1) If the Lieutenant Governor in Council considers that it is necessary or desirable to do so, the Lieutenant Governor in Council may make regulations imposing limits and conditions on the power of a municipality under this Act in relation to one or more classes of undertaking described in subsection (2), or providing that a municipality cannot exercise the power in specified circumstances.

Same

(2) Subsection (1) applies to an undertaking that entails,

- (a) the development or redevelopment of a building, structure or part of a building or structure, where,
 - (i) the development or redevelopment is funded in part pursuant to a funding agreement entered into by the Ministry of Labour, Immigration, Training and Skills Development, and
 - (ii) the building, structure or part of the building or structure is to be used for training or skills development purposes agreed to in the funding agreement; or
- (b) the use of a building, structure or part of a building or structure referred to in clause (a), or the use of the parcel of land on which the building or structure is located, for training or skills development purposes agreed to in the funding agreement.

Same

(3) If a regulation under subsection (1) imposes limits or conditions on a power of a municipality or provides that a municipality cannot exercise a power in specified circumstances, any by-law made by a municipality under the applicable power is inoperative to the extent of the limits, conditions or prohibition.

Commencement

2 This Schedule comes into force on the day the *Working for Workers Seven Act, 2025* receives Royal Assent.

**SCHEDULE 4
OCCUPATIONAL HEALTH AND SAFETY ACT**

1 Subsection 1 (1) of the *Occupational Health and Safety Act* is amended by adding the following definition:

“defibrillator” means an automated external medical heart monitor and defibrillator that is capable of,

- (a) recognizing the presence or absence of ventricular fibrillation or rapid ventricular tachycardia,
- (b) determining, without intervention by an operator, whether defibrillation should be performed,
- (c) automatically charging and requesting delivery of an electrical impulse to an individual’s heart as medically required, and
- (d) satisfying any other prescribed criteria; (“défibrillateur”)

2 Section 7.6.1 of the Act is amended by adding the following subsection:

Equivalency

(4) Subject to the regulations, health and safety management systems accredited under this section are equivalents and shall be treated as such for any purpose for which they are required.

3 (1) The Act is amended by adding the following section:

Defibrillator reimbursements

Definition

22.0.1 (1) In this section, “Board” means the Workplace Safety and Insurance Board, despite the definition of “Board” in subsection 1 (1).

Reimbursement

(2) If a person who is an employer within the meaning of the *Workplace Safety and Insurance Act, 1997* and who meets such other criteria as may be prescribed is subject to a requirement under this Act or the regulations to equip a workplace with a defibrillator and the person equips a workplace with a defibrillator, the Board shall, in accordance with the regulations, reimburse that person for the cost of the defibrillator.

Same, form and timing

(3) The Board may determine the form and timing of reimbursements made under this section.

Overpayment

(4) An overpayment made by the Board under subsection (2) is deemed to be an overpayment owing to the Board under the *Workplace Safety and Insurance Act, 1997*.

No right of reconsideration or appeal

(5) A determination made by the Board regarding a person’s entitlement to reimbursement under this section is not a final decision of the Board for the purposes of Part XI of the *Workplace Safety and Insurance Act, 1997* and a person has no right of reconsideration by, or appeal to, the Board or the Workplace Safety and Insurance Appeals Tribunal in respect of a determination made by the Board under this section.

Immunity

(6) No action or other legal proceeding may be commenced against the Board or a member of the board of directors, an officer or an employee of the Board in respect of an act or omission done or omitted by a person in good faith in the execution or intended execution of any power or duty under this section.

Regulations

(7) The Lieutenant Governor in Council may make regulations governing reimbursements under this section, including but not limited to regulations,

- (a) governing the process for applying for a reimbursement;
- (b) prescribing criteria that a person must meet in order to be eligible for a reimbursement;
- (c) establishing time limits for applying for a reimbursement and for the payment of reimbursements by the Board;
- (d) establishing maximum amounts that may be paid for a reimbursement or to a person eligible for a reimbursement;
- (e) establishing reporting requirements in respect of reimbursements paid;
- (f) setting out any conditions or limits on reimbursements.

(2) Section 22.0.1 of the Act, as enacted by subsection (1), is repealed.

4 The Act is amended by adding the following Part:

PART IX.1 ADMINISTRATIVE PENALTIES

Administrative penalty

69.1 (1) If an inspector finds that a person has contravened or failed to comply with a provision of this Act or the regulations, an order or requirement of an inspector or Director, or an order of the Minister, the inspector may impose an administrative penalty against the person in accordance with this section and the regulations by issuing and serving a notice of administrative penalty on the person.

Notice of administrative penalty

(2) A notice of administrative penalty shall contain or be accompanied by information setting out the nature of the contravention or failure to comply, the amount of the penalty to be paid and such other information as may be prescribed.

Purpose

(3) The purpose of an administrative penalty is to promote compliance with the requirements established by this Act and the regulations.

Amount of penalty

(4) The amount of the administrative penalty shall be determined in accordance with the regulations.

Penalty within range

(5) If a range has been prescribed for an administrative penalty, the inspector shall determine the amount of the penalty in accordance with the prescribed criteria, if any.

Service

(6) A notice issued under this section shall be served on the person in accordance with the regulations.

Payment

(7) A person who has been issued a notice under this section shall pay the amount of the administrative penalty to the Minister of Finance.

Review

(8) A person who has been issued a notice under this section may, in accordance with the regulations, request a review of the notice by a person or entity prescribed for the purpose of this subsection and the prescribed person or entity may, in accordance with the regulations, confirm, vary or set aside the notice.

Enforcement

(9) An administrative penalty that is not paid in accordance with the notice imposing it is a debt due to the Crown and may be recovered in accordance with the regulations.

Publication

(10) The Minister may publish information about an administrative penalty imposed under this section in accordance with the regulations.

Effect of paying penalty

(11) If a person pays the administrative penalty in accordance with the terms of the notice, that person cannot be charged with an offence under this Act in respect of the same contravention or failure to comply.

5 Subsection 70 (2) of the Act is amended by adding the following paragraphs:

57. governing equivalency and requirements related to the use on a project of health and safety management systems accredited by the Chief Prevention Officer under section 7.6.1, including, but not limited to, procurement or tendering requirements related to accredited health and safety management systems that project owners, constructors, employers or persons acting on their behalf, may impose on a project.
58. prescribing and governing record-keeping requirements related to the use on a project of health and safety management systems accredited by the Chief Prevention Officer under section 7.6.1.
59. governing administrative penalties and all matters necessary and incidental to the administration of a system of administrative penalties under this Act.

Commencement

6 (1) Except as otherwise provided in this section, this Schedule comes into force on the day the *Working for Workers Seven Act, 2025* receives Royal Assent.

(2) Subsection 3 (2) comes into force on a day to be named by order of the Lieutenant Governor in Council.

SCHEDULE 5
ONTARIO IMMIGRATION ACT, 2015

1 Clause 23 (3) (b) of the *Ontario Immigration Act, 2015* is amended by adding “and may require that a person attend an in-person interview separate and apart from other persons” at the end.

2 Clause 37 (1) (h) of the Act is amended by striking out “subclause (e) (ii)” at the end and substituting “subclauses (e) (i) and (ii)”.

Commencement

3 This Schedule comes into force on the day the *Working for Workers Seven Act, 2025* receives Royal Assent.

**SCHEDULE 6
PLANNING ACT**

1 The *Planning Act* is amended by adding the following section:

Undertakings, training or skills development

62.0.4 (1) Except as otherwise prescribed, an undertaking is not subject to this Act or section 113 or 114 of the *City of Toronto Act, 2006* if it entails,

- (a) the development or redevelopment of a building, structure or part of a building or structure, where,
 - (i) the development or redevelopment is funded in part pursuant to a funding agreement entered into by the Ministry of Labour, Immigration, Training and Skills Development, and
 - (ii) the building, structure or part of the building or structure is to be used for training or skills development purposes agreed to in the funding agreement; or
- (b) the use of a building, structure or part of a building or structure referred to in clause (a), or the use of the parcel of land on which the building or structure is located, for training or skills development purposes agreed to in the funding agreement.

Exception, Greenbelt Area

(2) Subsection (1) does not apply to an undertaking on any land in the Greenbelt Area.

2 Subsection 70 (1) of the Act is amended by adding the following clause:

- (k) for the purposes of subsection 62.0.4 (1),
 - (i) providing that this Act or section 113 or 114 of the *City of Toronto Act, 2006*, or provisions thereof, apply to an undertaking or class of undertakings described in that subsection, or
 - (ii) setting out restrictions or limitations with respect to the application of this Act or of a provision referred to in subclause (i).

Commencement

3 This Schedule comes into force on the day the *Working for Workers Seven Act, 2025* receives Royal Assent.

SCHEDULE 7
WORKPLACE SAFETY AND INSURANCE ACT, 1997

1 The *Workplace Safety and Insurance Act, 1997* is amended by adding the following section:

Prohibition, false or misleading statement

22.2 (1) No employer shall make a false or misleading statement or representation to the Board in connection with any person's claim for benefits under the insurance plan.

Administrative penalty

(2) An employer who contravenes subsection (1) shall pay the prescribed amount to the Board. This payment is in addition to any penalty imposed by a court for an offence under subsection 149 (1).

2 Section 80 of the Act is amended by adding the following subsection:

Administrative penalty

(3) An employer who fails to comply with subsection (1) or who fails to comply with a requirement of the Board under subsection (2) shall pay the prescribed amount to the Board. This payment is in addition to any penalty imposed by a court for an offence under section 152.

3 Section 89 of the Act is amended by adding the following subsection:

Administrative penalty

(4) An employer who does not pay premiums when they become due shall pay the prescribed amount to the Board. This payment is in addition to any amounts payable to the Board under subsections (1) and (2) and any penalty imposed by a court for an offence under section 152.1.

4 (1) Paragraph 4 of subsection 135 (1) of the Act is amended by adding "22.2, 80 or 88" at the end.

(2) Paragraph 5 of subsection 135 (2) of the Act is amended by adding "22.2, 80 or 88" at the end.

5 The Act is amended by adding the following section:

Offence, failure to pay premiums

152.1 (1) A person who fails to comply with section 88 is guilty of an offence.

Restitution order

(2) If a person is convicted of an offence under this section, the court may also order the person to pay to the Board any money that is payable to the Board by the person under section 88 for any period prior to the conviction. The money payable to the Board shall be deemed to be an amount owing under this Act.

6 Section 158 of the Act is amended by adding the following subsections:

Same, two or more convictions for same offence in same proceeding

(1.1) Despite subsection (1), if a person described in paragraph 2 of subsection (1) is convicted of two or more counts of the same offence in the same legal proceeding, the person is liable to a fine not exceeding \$750,000 for each conviction.

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Aggravating factors, employer defendant

(3) Each of the following circumstances shall be considered an aggravating factor for the purposes of determining a penalty under this section for a defendant who is an employer:

1. The defendant was previously convicted of an offence under this Act.
2. The defendant has been convicted of two or more counts of the same offence in the legal proceeding to which the determination of the penalty relates.
3. The defendant has a record of prior non-compliance with this Act.

Other factors still relevant

(4) Nothing in this section shall be interpreted as limiting any factor, submission or inquiry as to penalty the court is otherwise permitted or required to take into account or make, as the case may be.

Commencement

7 This Schedule comes into force on the day the *Working for Workers Seven Act, 2025* receives Royal Assent.