

**Ministry of Labour Announces Compliance Blitz
Schedule for 2018-2019**

April 9, 2018

The Ontario Ministry of Labour has announced its annual “blitz and initiatives” schedule for 2018-19, designed to encourage and enforce employer-compliance under the *Employment Standards Act (ESA)* and *Occupational Health and Safety Act (OHSA)*.

ESA Compliance

This year, we expect to see increased scrutiny of employer-compliance under the new requirements established by Bill 148. This may include a review of an employer’s policies and practices related to:

- minimum wage
- vacation time and pay
- personal emergency leave
- public holidays
- equal pay for equal work

The Ministry of Labour has specifically announced the following *ESA*-related blitzes and initiatives for the April 1, 2018-March 31, 2019 period:

Sector	Blitz/Initiative Period
Construction (Province-Wide)	May 1- August 31, 2018
Small/Independent Businesses (Central East Ontario)	September 1- December 31, 2018
Retail Trade, Excluding Restaurant and Grocery (Central West Ontario)	October 1, 2018- January 31, 2019
Independent Grocery (Eastern Ontario)	June 1- September 28, 2018
Hotel/Motel Accommodations (Northern Ontario)	August 1- October 31, 2018
Golf Courses (Western Ontario)	June 1- September 30, 2018

OHSA Compliance

A comprehensive schedule of health and safety blitzes can be found on the Ministry of Labour [website](#). However, specific *OHSA*-related initiatives for April 1, 2018 - March 31, 2019 include:

Focus	Blitz/Initiative Period
Health and Safety in Warehouses and “Big Box” Retail	October 1- November 23, 2018
Working at Heights	May 1- June 30, 2018
Reversing Equipment on Construction Projects	September 1- October 31, 2018
Internal Responsibility Systems for Newly Registered Small Businesses	April 1, 2018- March 31, 2019
Internal Responsibility Systems for Workplace Violence Prevention in Health Care	April 1, 2018- March 31, 2019
Health and Safety In Workplaces Using Temporary Help Agencies (Central East Ontario)	April 1, 2018- March 31, 2019
Worker Training for Temporary Help Agencies (Central West Ontario)	June 1, 2018- March 31, 2019

Prepare Now!

Strong health and safety is no accident! The time to prepare and comply is now. Review your current policies, practices and training to ensure compliance with *ESA* and *OHSA*- related obligations. **For assistance understanding and achieving compliance, contact the health and safety experts at Sherrard Kuzz LLP.**

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