

Working for Workers Provisions Scheduled to Come into Force Within Next 13 Months

December 9, 2024

Under the third, fourth, and fifth *Working for Workers* acts, various legislative provisions (along with corresponding regulations) were set to come into force upon a date of future proclamation.¹ These provisions have been proclaimed and will come into force on the following dates:

Job Posting Rules

Effective January 1, 2026, job posting rules will apply to any employer that employs 25 or more employees at the time of the posting. Please see our [briefing note](#) on these changes for further details.²

Employment Information

Effective July 1, 2025, an employer with 25 or more employees must provide an employee with the following information before their first day of work, or, if that is not practicable, as soon as reasonably possible.

- The legal name of the employer, as well as any operating or business name.
- Contact information for the employer, including a contact name, address, and telephone number.
- A general description of where it is anticipated the employee will initially perform work.
- The employee's starting hourly or other wage rate or commission, as applicable.
- The pay period and pay date established by the employer.
- A general description of the employee's initial anticipated hours of work.³

This information can be provided *via* an employment agreement.

Note: This requirement does not apply to an assignment employee (meaning an employee employed by a temporary help agency for the purpose of being assigned to perform work on a temporary basis for clients of the agency).

¹ [Bill 79, Working for Workers Act, 2023](#); [Bill 149, Working for Workers Four Act, 2024](#); [Bill 190, Working for Workers Five Act, 2024](#).

² [Job Posting Rules for Ontario Employers in force January 1, 2026](#).

³ [O. Reg. 477/24](#): When Work Deemed To Be Performed, Exemptions And Special Rules.

Washroom Facilities

Effective July 1, 2025, a constructor or employer must ensure any washroom facility it provides for a worker is maintained in a clean and sanitary condition. A “washroom facility” includes a washroom, toilet facility, clean-up facility, urinal, or shower, but does not include an eye wash station or emergency shower.

Effective January 1, 2026, a constructor or employer must document and maintain the date and time of the two most recent cleanings for each washroom facility. These records may be posted near the facility or electronically.⁴

Effective January 1, 2026, a constructor must keep at the project a record of the servicing of the washroom facilities over the previous six months, or the duration of the project, whichever is shorter.⁵

To learn more and for assistance, contact your Sherrard Kuzz lawyer or info@sherrardkuzz.com.

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⁴ [O. Reg. 480/24](#): Washroom Facilities - Records Of Cleaning.

⁵ [O. Reg. 482/24](#): Construction Projects.