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Work Disruption at the Workplace Safety and Insurance Board ~ What Employers Should Know

May 22, 2025
updated May 26, 2025

As of May 22, 2025, more than 3000 unionized workers at Ontario's Workplace Safety and Insurance Board ("WSIB") are on a full-time strike. Though non-unionized WSIB workers will maintain basic services, the work disruption will impact all offices across Ontario. There has been no indication the WSIB and Ontario Compensation Employees Union have resumed bargaining. Thus, the duration of the strike remains uncertain.

What You Should Know ~ WSIB

Despite the strike, an employer is still required to meet WSIB legislative obligations, including the 3-business day requirement to file a Form 7 to report an accident in the workplace and to participate in return-to-work. You may use online services to report an injury or illness, monitor and manage your claims or accounts and submit documents.

With reduced resources, initial entitlement decisions and payments may be delayed. The WSIB will prioritize fatalities and serious injuries, workers who are off work and not being paid, and workers who require access to healthcare. Any worker who in receipt of loss of earnings payments or healthcare will continue to receive those benefits.

For employer services, WSIB will focus on premium reporting, clearances and time sensitive registrations.

The appeals process and related decision-making will be suspended for the duration of the strike. The time limit for an objection and full access to a claim file will also be suspended for the duration of the strike. We recommend filing any objection and/or documents on time through online services.

Impact of a Canada Post Strike

As of May 23, 2025, the Canadian Union of Postal Workers ("CUPW") issued a national overtime ban for postal workers. Though CUPW and Canada Post continue bargaining, this may impact submission of employer documents at both the WSIB and the Workplace Safety and Insurance Appeals Tribunal.

To learn more and for assistance with any workplace safety and insurance matter, contact your Sherrard Kuzz LLP lawyer or Angela Powell.

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