

## ***April showers bring... health and safety and employment standards blitzes!***

The Province of Ontario's Ministry of Labour ("MOL") is continuing its tradition of conducting workplace 'safety blitzes' to ensure that employers are compliant with occupational health and safety legislation and employment standards legislation. This campaign is scheduled to start in May 2016 and will continue until June 2017. Typically, these blitzes target specific industries to ensure that particular groups of vulnerable workers are protected. Industries that are notoriously non-compliant are specifically targeted.

As it relates to health and safety, the MOL focuses on sector specific compliance. From an employment standards point of view, the MOL is looking to ensure that employers are complying with the Employment Standards Act, 2000. For example, employer compliance with poster requirements, record keeping, hours of work, vacations with pay, eating periods, overtime pay, minimum wage and public holidays will all be scrutinized.

Although the above blitzes relate to Ontario, given the "success" of the Ontario program, it is anticipated other provinces will enhance their enforcement strategies.

A list of the 2016-2017 MOL blitz schedule can be found [here](#).

Please contact e2r if you would like to discuss your organization's compliance obligations further!