



2024 Industry Luncheon A Success!

MCA Toronto kicked off 2024 with its annual Industry Luncheon. Held January 31 at the Crystal Fountain Banquet Hall in Markham, ON, the event proved to be another success with over 200 industry representatives and their guests registered to attend.

The annual Industry Luncheon provides a networking opportunity for industry repre-

sentatives and stakeholders to connect, share experiences and catch up with colleagues. In addition to great conversations and a fine lunch, guests were also entertained by mentalist Ryan Edwards who had everyone engaged with his uncanny abilities with the numbers, specifically the MCA Toronto current industry-hours. ☺



Ontario's Bill 149 Proposes New Requirements

The Government of Ontario has proposed further changes to the *Employment Standards Act, 2000* (Ontario) with the *Working for Workers Four Act, 2023* (Bill 149).

If passed, Bill 149 will introduce new requirements for job postings, including those related to pay transparency, use of artificial intelligence (AI) and limits on requiring Canadian work experience, as well as other changes addressing wage protections and workers' compensation benefits. The amendments would also impose a number of other new obligations on employers in Ontario.

Although most of the requirements are non-controversial, amendments to the *Workplace Safety and Insurance Act, 1997*, are of particular interest to the construction industry. If passed, it would give the government authority to increase benefits paid to injured workers above the annual rate of inflation. This may result in higher premiums for employers in the future. Today, benefits paid to injured workers are fully indexed to inflation annually.

For more information on the *Working for Workers Four Act, 2023*, click [HERE](#). ☺

Reimbursement for HSR Training Ends March 31

A Health and Safety Representative (HSR) is required in most workplaces with six to 19 workers. Their role is to support health and safety in the workplace.

Eligible small business employers can apply to be reimbursed for HSR training costs through the Ontario Small Business Health and Safety Training program. This program

will be ending March 31, 2024.

Employers who want to claim training costs must ensure HSR employees complete training and obtain a certificate of completion by 5 p.m. on March 31. Employers can apply for reimbursement until 11:59 p.m. on July 15, 2024.

For more information, visit the [ontario.ca website](http://ontario.ca/website). ☺

Ontario Workplace Tribunals Library Updated

The Ontario Workplace Tribunals Library has been updated to be more accessible and transparent. Some highlights of the redesigned website include: Popular resources are now available, such as the OLRB Bargaining Unit Certificate data-

base, etc.; a new streamlined design making it more user-friendly and easy to navigate; and, many electronic documents in the library catalogue which can be downloaded directly by users.

Click [HERE](#) to visit the website. ☺

MCA Toronto SAFETY e-Newsletter Now Available Online

Current issues of MCA Toronto's SAFETY e-newsletter are now available online. Designed to provide informative and relevant health and safety information to MCA Toronto members, the Safety Committee has a vision of providing awareness, education and training, creating positive work environments with reduced risk, and a mission to improve the health and safety of all members. [Click here](#) to view the current issue. ☺



MCA Toronto 2024 Annual General Meeting

The Mechanical Contractors Association of Toronto will host its 61st Annual General Meeting on September 6 to 8, 2024, at Queen's Landing, Niagara-on-the-Lake, ON.

The AGM is an important event on MCA Toronto's calendar as it is the time of year when the association reflects on its achievements, divulges future plans and engages with the membership.

More information and registration details will be available soon on the [MCA Toronto web site](#). ☺

**WE WANT TO
HEAR FROM YOU!**

Your input is greatly valued! If you have any questions, suggestions, comments or concerns regarding the **Did You Know?** newsletter, please email bertuzzi@mcatoronto.org.