



Construction & Electrical Utility Network News

Monthly news & updates

June | 2025

Ministry of Labour, Immigration, Training, and Skills Development news and events

Construction health and safety program report

The Ministry of Labour, Immigration, Training, and Skills Development (MLITSD) puts together a report for the Provincial Labour-Management Health and Safety Committee every month with an overview of events, court bulletins, and statistics. This report is generally available the first week of the month and is posted on the IHSA website.

In the May report, Francois Malette, Senior Manager for the Construction Health and Safety Program, notes the following observation about recent critical injuries:

"From a root cause perspective and based on the brief descriptions of the events leading up to these critical injuries, it appears that a lack of concentration or complacency may be significant contributing factors. These types of injuries are preventable, and the recurring nature of such incidents suggests that workers may be becoming too comfortable or inattentive in their environments."

Malette also encourages taking action on this issue:

"It is crucial to address this issue by reinforcing the importance of constant vigilance and adherence to safety protocols. Regular safety training, engagement amongst workplace parties, reminders to look out for yourself and others, and creating a culture of awareness can help mitigate the risks associated with complacency and ensure a safer working environment for everyone."

[Click here to access the construction report](#)

2025–2026 compliance campaigns

Construction

From April 1, 2025, to March 31, 2026, Ministry of Labour, Immigration, Training, and Skills Development (MLITSD) construction inspectors will focus on health and safety hazards related to residential construction. IHSA will work closely with the Ministry to provide resources and expert advice throughout the campaign. Continue to read the *Construction & Electrical Utility Network News* for details.

Falls are a major cause of injury and death in Ontario workplaces, and the vast majority of

these incidents are workers falling from heights. It is important that all workplace parties do their part to keep themselves and everyone they work with healthy and safe.

Workers and employers in residential construction, along with IHSA and the MLITSD, conducted a root-cause analysis of why construction workers in residential roofing fall while working at heights. This document identifies the top ten causes based on that analysis.

[Click here to view the root-cause analysis](#)

Mining

From April 1, 2025, to March 31, 2026, MLITSD mining inspectors will focus on identifying health and safety hazards associated with slips, trips, and falls. To support this initiative, IHSA, Workplace Safety North (WSN), and the MLITSD collaborated to produce a webinar outlining the campaign's industry focus and key areas of inspection. Additionally, IHSA and WSN highlighted available resources to assist employers in achieving compliance.

[Click here to watch the webinar](#)

[Click here to visit our aggregate webpage](#)

Specialized professional service

There are two specialized professional service campaigns in 2025–2026: worker exposure to chemical agents in the workplace and WHMIS training based on the amended Hazardous Products Regulations. Both the education, outreach, and awareness efforts and the focused inspections will occur from April 1, 2025, to March 31, 2026.

To help stakeholders achieve compliance during the year-long campaigns, IHSA is highlighting the following resources:

- [IHSA's Silica Control Tool topic page](#)
- [Current occupational exposure limits for Ontario workplaces](#)
- [WHMIS - A guide to the legislation](#)

[Click here to learn more about these compliance campaigns](#)

Legislative updates and alerts

Read recent court bulletins related to health and safety

The Ministry of Labour, Immigration, Training, and Skills Development (MLITSD) regularly releases court bulletins relating to health and safety issues, injuries, and fatalities. Visit the MLITSD website to read these bulletins, along with other news and information.

[Click here to read the court](#)

Ontario introduces seventh Working for Workers Act

The Government of Ontario has introduced the *Working for Workers Seven Act, 2025*, which builds on the previous six Working for Workers acts with 18 new proposed measures.

There are two proposed amendments that would impact the construction sector, if passed:

[Click here to review Bill 30, Working for Workers Seven Act, 2025](#)

[Click here to access the MLITSD newsroom](#)

1. Provide the Workplace Safety and Insurance Board (WSIB) with authority to establish a reimbursement program as prescribed by the MLITSD. This relates to the announcement made on May 23, 2025, that the province is proposing changes that would improve access to defibrillators at construction sites. The proposed amendments are for construction projects with 20 or more workers that have a duration of three months or longer.
2. Provide authority to the Chief Prevention Officer (CPO) to recognize the equivalency of all CPO-accredited health and safety management systems (HSMS). This relates to the announcement made on May 26, 2025, in which the government proposed to eliminate unnecessary barriers for construction projects required to implement CPO-accredited HSMS as part of the procurement process. The proposed amendments will affect public sector buyers of construction.

These items have only been introduced as proposed amendments. They have not been passed. Further details will follow. If passed, each amendment will come into effect on January 1, 2026.

Private members' bill seeks heat stress protection standard

A private members' bill introduced last month seeks changes to the *Occupational Health and Safety Act* to develop a Worker Heat Protection Standard. It would also require employers to provide heat stress training.

[Click here to learn more about the bill](#)

MLITSD proposes changes to Employment Standards Act

The MLITSD has released several proposed changes related to employment standards, including modifications to temporary layoff rules, job-seeking leave, and false job postings. The comment period for these proposed changes closes on **June 27, 2025**.

[Click here to learn more about the proposed changes](#)



Changes to Ontario Building Code include racking seismic compliance and other safety-related issues

The 2024 Ontario Building Code (OBC) includes updates about the way that storage systems are designed, installed, and maintained. The changes came into effect at the beginning of 2025.

[Click here to learn more about the updated legislation](#)

One of the most notable updates in the new OBC involves seismic considerations for industrial storage systems. The updated OBC aligns with the 2020 National Building Code of Canada.



MLITSD releases memo on tower crane enforcement

The MLITSD has provided guidance on its enforcement direction of the requirements under sections 158, 159, and 165 related to the Professional Engineers Ontario practice standard; 10-year inspections section 159.1; and the requirement for anti-collision devices in section 162.1 of the *Regulation for Construction Projects* (O. Reg 213/91).

[Click here to read the memo](#)

90-day comment period closing in June on two proposals

Members of IHSA's Labour-Management committees have until June 7, 2025, to provide comments on two proposed amendments.

You can participate in the network review by:

1. Reviewing the Construction Legislative Review Committee proposed amendments
2. Signing the document to acknowledge that your committee was provided an opportunity to review the proposal
3. Understanding that your committee may submit comments however, comments should include clarification and resolution to your concern

[Comment on proposed amendments to Section 105 of O. Reg. 213/91 – Reversing alarms](#)

[Comment on proposed amendments to Section 26 of O. Reg. 213/91 – Fall protection work plan](#)



Ontario Regulatory Registry updated

The Ontario Regulatory Registry was recently updated to reflect a few changes:

- Easier search and navigation to find proposals
- Simplified email alerts tailored to your interests
- A more responsive interface that allows users to see additional proposals from the same ministry

[Click here to access the registry](#)

when viewing a specific proposal

IHSA news and events



June deadline approaching: 2025 IHSA Health and Safety Awards

The award nominations for the 2025 IHSA Health and Safety Awards are open until **June 30**. These awards are an excellent opportunity to recognize individuals, companies, or committees that have worked hard to embody health and safety excellence.

[Click here to access the nomination forms and learn more about the awards](#)

Featured IHSA resources



Creating a culture of care

Workplace safety is a responsibility that we share, and protecting workers must always be our top priority.

IHSA's *See Something, Say Something* campaign empowers workers to speak up when they see an unsafe practice or situation at the workplace—even when it involves workers who are not part of their own team or trade.

By creating a culture where workers feel comfortable reporting workplace hazards, we can prevent injuries and accidents before they happen.

Use IHSA's resources to help you drive a culture of care in your workplace.

[Click here to access the campaign resources](#)

Health and safety basics for new and young workers (W056)

New and young workers are at greater risk of being injured at work than their more

Health and safety basics for new and young workers

An introduction to the law, training requirements, hazard awareness, and more



a useful addition to any company's orientation package for new workers, particularly in the construction industry. It provides basic information and tools to help them stay safe while on the jobsite—including details about the rights and responsibilities of workplace parties, hazard identification and control, safe tool use, and more.

[Click here to download the guide](#)

Health and safety mentoring guidance for the electrical utilities

Electrical utility work can be dangerous, especially for workers who have been on the job for less than six months. Studies show that Ontario workers are three times more likely to injure themselves during their first months on the job than at any other time. Workplaces must use safety measures tailored to young workers.

New and young workers in the electrical utilities industry are more at risk of injury because:

- They haven't had adequate mentorship, experience, supervision, or site-specific orientation and training.
- They are not familiar or confident with refusing unsafe work.
- The workplace culture does not support open dialogue about health and safety.

What is health and safety mentorship?

In a health and safety mentorship arrangement, an experienced worker (i.e., a mentor), shares their knowledge and expertise with a less experienced worker (i.e., a mentee) in the context of health and safety practices. The mentor acts as a long-term role model and advisor, helping the mentee develop their health and safety competency and confidence.

What makes a good mentor?

Mentors must model health and safety excellence to mentees and lead by example. Good mentors should be:

- Enthusiastic
- Open to different perspectives
- Good listeners and communicators
- Trusted and respected by their peers
- Constructive when giving feedback
- Up-to-date on current safe work practices
- Open to sharing previous experiences
- Able to offer proactive guidance on various aspects of health and safety

Mentorship program elements

Before getting started, consider the following components of a mentorship program:

Identifying mentors: How will the mentor be trained (i.e., in class vs. practical)?

Formal assignment of mentors and mentees: How are mentors and mentees selected and paired? How do they determine the goals and objectives of the program?

Feedback and evaluation of the mentorship program: How are mentees retaining information or developing in their role? How are mentors evaluated?

Regular meetings and interaction: How often should the mentor and mentee meet and share feedback?

Support beyond the mentorship: How can mentors and mentees stay connected after the formal mentorship agreement ends?

IHSA resources

Visit the New and Young Workers topic page of our website to access the following resources:

- *Teacher's kit (TEACHKIT)*
- *Texting on jobsite awareness poster (PO29)*
- *Help new workers start right poster (PO01)*
- *Training requirements chart (W001)*
- *Safety talks on workers' rights, workplace violence and harassment, impairment at the workplace, and more*
- *IHSA Health and Safety Magazine articles: "New worker checklist," "Reaching young workers on day one," "Are you ready for cannabis in the workplace?" and more*

This document has been developed and reviewed by IHSA's Provincial Labour-Management Health & Safety Committee - Electrical & Utilities.

Health and safety mentoring guidance for the electrical utilities (W831)

Electrical utility work can be dangerous, especially for workers who have been on the job for less than six months. Studies show that Ontario workers are three times more likely to injure themselves during their first month on the job than at any other time. Workplaces must use safety measures tailored for new and young workers.

This guidance document outlines what health and safety mentorship is, what makes a good mentor, and how to create a successful mentorship program at your workplace.

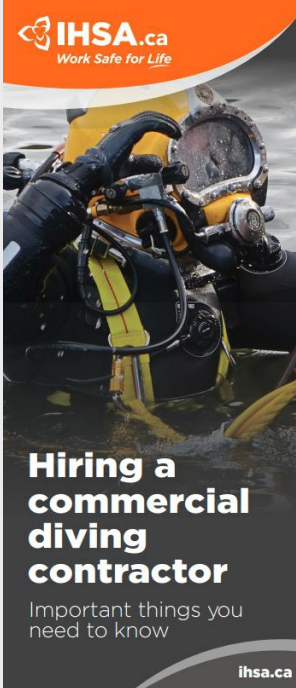
[Click here to download the mentorship document](#)

Hiring a commercial diving contractor (BR003)

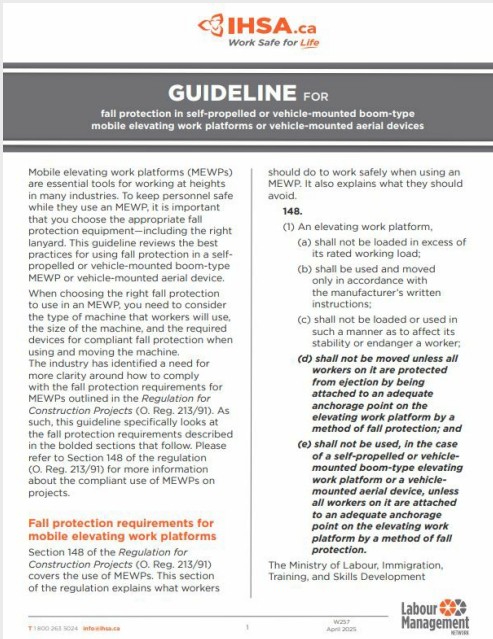
IHSA updated its information brochure on hiring commercial diving contractors.

Diving is high-risk, dangerous work. The slightest mistake can have disastrous consequences. The risk of someone being injured is always there. If you hire workers to do a job, they must be protected from all hazards.

This trifold brochure gives you the information you need to know before hiring a diving contractor. It is also available for download on the IHSA website.



[Click here to download the brochure](#)



Guideline for fall protection in self-propelled or vehicle-mounted boom-type mobile elevating work platforms or vehicle-mounted aerial devices (W257)

Mobile elevating work platforms (MEWPs) are essential tools for working at heights in many industries. To keep workers safe while they use an MEWP, you need to choose the appropriate fall protection equipment—including the right lanyard.

This guideline reviews the best practices for using fall protection equipment in a self-propelled or vehicle-mounted boom-type MEWP or vehicle-mounted aerial device.

[Click here to download the guideline](#)

Safety Talks Manual (V005)

Use IHSA's *Safety Talks Manual* to lead a five-minute safety talk for your team—and keep them aware of hazards in the workplace and focused on injury prevention. The 2025 edition contains 168 different safety talks on a variety of topics including:

- Responsibilities and rights
- Personal protective equipment
- Working at heights
- Rigging and hoisting



Click here to order the Safety Talks Manual

- Electricity
- Vehicles and equipment
- Trenching
- Confined spaces
- Techniques and tools
- Occupational health
- Ergonomics
- Mental health

Our popular collection of safety talks provides a hands-on way for supervisors and health and safety representatives to make health and safety the top priority for everyone at the workplace.



Safety talk videos

A safety talk is a hands-on way to remind workers that health and safety matter everyday onsite. Our **safety talk videos** make it easy for you to share information on hazards and appropriate controls.

The latest videos, available on our YouTube channel, include:

- **Dump truck safety: loading and unloading hazards and controls**
- **Mobile distractions in the workplace: risks and safety tips**



Latest podcast episodes available

The **IHSAs Safety Podcast** is a free podcast that seeks to improve the lives of workers in Ontario. Listen to the latest episode now:

Episode 108: Building a Culture of Safety: Preventing MVIs through Road Safety Programs – Part 1

Click here to listen to the podcast

Watch for ticks and other biological hazards this summer

Some biological hazards can be just as dangerous as synthetic chemicals. Lyme disease is a prime example. The Niagara Regional Labour-Management Committee reminds you to make sure you and your employees can identify biological hazards and know how to prevent illness. Use the resources below to inform and protect.

IHSA's [biological hazards topic page](#) is a great starting point for resources, including:

- [Insect bites and stings safety talk](#)
- [MLITSD: Working outdoors](#)
- [MLITSD: Tick-borne diseases](#)
- [IHSA Health and Safety Magazine: Guard against insect bites and stings](#)
- [Public Health Ontario: Lyme disease](#)
- [Public Health Ontario: Ontario blacklegged tick established risk areas 2024](#)

Industry news and events



[Click here to read the report](#)

Opioids and work: Evidence, perspectives, and looking ahead

Given the growing body of evidence that opioid-related harms are impacting workers and workplaces, the Institute for Work & Health (IWH) and the Occupational Cancer Research Centre (OCRC) jointly hosted a workshop in Toronto on March 20, 2024, with three main objectives:

1. To share evidence and diverse perspectives on opioid-related harms in the workplace
2. To discuss the underlying contributors to the problem
3. To identify priorities, initiatives, and strategies to address opioid-related harms in the context of work



Safety news from here and abroad

- [Crane operator pleads guilty in job site death of area man](#)
- [Significant strides in safety overshadowed by looming economic uncertainty: survey](#)
- [Information on the Access Association of Canada](#)
- [Ontario act gives WSIB more power to crack down on driver misclassification: OTA](#)

What's new

Stay updated on current news from the Ministry of Labour, Immigration, Training, and Skills Development

Ontario 
what's new

Ministry of Labour, Immigration,
Training and Skills Development

[Click here to read previous issues](#)

Fleet Safety Council and transportation-related news

Access monthly updates, news, and events from the Fleet Safety Council and the transportation industry that IHSA supports.

[Click here to visit the Fleet Safety Council website](#)



WSIB@WORK newsletter

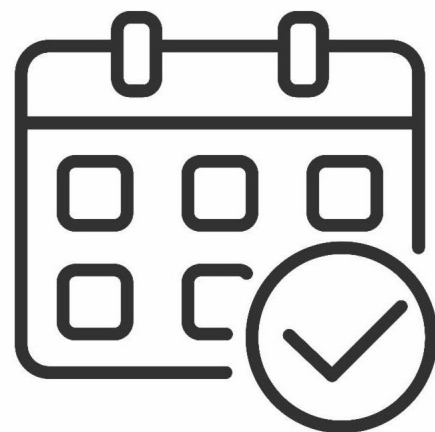
Access the WSIB's quarterly email newsletter to get the latest information or visit the [archive page](#) to read past issues.

[Click here to subscribe to WSIB@WORK](#)

The logo for WSIB@WORK features the text "wsib@work" in a sans-serif font. "wsib" is in green and "@work" is in white, all set against a dark blue rectangular background.

Industry dates

ATV Safety Week: June 2–6
National Sun Awareness Week: June 2–6
World Blood Donor Awareness Day: June 15
Rail Safety Week: June 16–22
PTSD Awareness Day: June 27
OPP Canada Day Long Weekend Campaign: June 27–July 2
Bike Month
Men's Health Month
Brain Injury Awareness Month



Watch here for a list of upcoming industry events and dates throughout the year.
Have an important date to include?

Email [Ariel White](#) with details.



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