

Ontario's latest **Occupational Health and Safety Act** changes took effect **January 1, 2026**. Check each item your organization has **fully implemented and documented**. Sections 3, 4 and 6 apply to construction projects; confirm which obligations apply to your workplace.

1 ADMINISTRATIVE MONETARY PENALTIES

O. Reg. 365/25

- ☐ Aware that Ministry inspectors can now issue **without going to court** penalties
- ☐ Inspector orders are corrected promptly and the corrective action is documented
- ☐ Due-diligence records (policies, training, inspections) are maintained as a defence
- ☐ Aware penalty recipients **named publicly** — compliance is a reputational issue

2 PROCUREMENT & OHS-SYSTEM EQUIVALENCY

O. Reg. 364/25

- ☐ Your COR 2020 or ISO 45001 certification is current and audit-ready
- ☐ You know public-sector buyers must treat all accredited **equivalent** OHS systems as
- ☐ You are not paying for duplicate certifications to satisfy a single tender
- ☐ Certificates and audit reports are ready to submit with bids

3 ON-SITE AED — CONSTRUCTION

O. Reg. 157/25

- ☐ Assessed whether the project runs **3+ months** with **20+ workers** (AED required)
- ☐ Compliant AED plus kit on site: scissors, gloves, absorbent towels, razor, spare pads
- ☐ A CPR/AED-trained worker is present whenever work is in progress
- ☐ AED location and procedures are in the site emergency response plan and signed

4 WSIB AED REIMBURSEMENT

O. Reg. 360/25

- ☐ AED was purchased between **July 1, 2025** and **June 30, 2027**
- ☐ Purchase receipts and proof the project met the AED thresholds are retained
- ☐ Reimbursement claim **\$2,500/AED**) submitted **July 31, 2027** (up to before)
- ☐ Aware reimbursement is limited to one defibrillator per qualifying project

5 NALOXONE KITS — AT-RISK WORKPLACES

In force 2023

- ☐ Assessed whether your own workers are at risk of an opioid overdose at work
- ☐ If at risk: at least one naloxone kit is provided on site
- ☐ Assigned worker(s) trained to recognize overdose and administer naloxone
- ☐ The risk assessment is documented even where a kit is not required

6 WASHROOM CLEANING RECORDS — CONSTRUCTION

O. Reg. 480/24

- ☐ A cleaning record is maintained for each washroom facility
- ☐ The **date and time of the two most recent cleanings** are recorded
- ☐ Records are kept accessible for inspection on site
- ☐ Cleaning responsibility is assigned and understood

7 RESPIRATORS & PPE — COMING 2026–2027

From Jul 1, 2026

- ☐ Aware **CSA-compliant respirators** are accepted alongside NIOSH from July 1, 2026
- ☐ Respirator fit-testing is current (before first use, then at least every 2 years)
- ☐ Watching for new CSA head-protection and elevated-work-platform (MEWP) training rules
- ☐ PPE purchasing specifications are reviewed as standards change

8 GENERAL DUE-DILIGENCE FOUNDATIONS

OHSA

- ☐ OH&S policy is current, signed, and posted (6+ workers)
- ☐ Workplace harassment and violence programs are in place and reviewed
- ☐ A JHSC or health & safety representative is established and meeting
- ☐ Training records and incident / near-miss reporting are up to date

YOUR COMPLIANCE SCORE

Applicable checks completed: ____ / 32

✓ 28–32 On Track

▸ 20–27 Minor Gaps

✖ < 20 Action Needed

Score only the items that apply to your workplace
(some sections are construction-only).

Not sure which 2026 changes apply to you? Let's map it out.

Our CRSP-certified consultants will identify your obligations under Ontario's 2026 OHSA changes, close the gaps, and get you audit- and inspection-ready across Canada. First conversation is free.

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