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THE SUPERHR DIGEST



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From the Get-Go

Enhanced Worker Classification Rules – Are You Prepared?

Recent changes to the Canada Common Law have reinforced prohibitions against misclassifying employees as independent contractors. Now, there is a presumption that anyone receiving remuneration is an employee unless the employer can prove otherwise. This means the burden of proof is on employers to properly classify their workers.

What does this mean for small businesses?

If you engage independent contractors, you must have clear documentation proving that your relationship is truly business-to-business and not an employer-employee arrangement. Misclassification can lead to fines, back pay for benefits, and compliance audits.

Our Advice:




- **Review your contracts** – Ensure agreements explicitly define the nature of the working relationship.
- **Document engagement** – Keep records of invoicing, work scope, and payment terms to support the independent nature of the contract.
- **Follow B2B best practices** – Independent contractors should operate as their own businesses, including having multiple clients and providing their own tools/equipment.
- **Seek HR guidance** – If unsure, consult an HR professional to avoid compliance risks and protect your business.

Staying ahead of these regulations helps safeguard your company from legal disputes and costly penalties.

2025 Required HR Training Programs Now Available at SuperHR Academy!

We are excited to announce that the 2025 Required HR Training Programs are now available at SuperHR Academy! Keeping your team trained is essential for compliance, workplace safety, and legal obligations under OHS and employment standards.

Our comprehensive training programs cover key HR and safety topics, ensuring your employees stay informed and your business remains compliant. The required courses for 2025 include:

-  **General Occupational Health & Safety (OHS)** – Understanding workplace hazards and best safety practices.
-  **Preventing Workplace Violence, Bullying, and Harassment** – Creating a respectful and safe work environment.
-  **WHMIS (Workplace Hazardous Materials Information System)** – Proper handling and communication of hazardous materials.
-  **Privacy in the Workplace** – Safeguarding employee and client information in compliance with privacy laws.



Staying Up-to-Date with Legislation: Employment laws and safety regulations evolve constantly. Keeping up with mandatory training requirements helps businesses stay compliant, avoid penalties, and foster a legally sound work environment. By ensuring your team is trained on the latest legal standards, you protect your organization from potential liabilities while promoting a culture of accountability and responsibility.





Enhancing Employee Engagement: Investing in ongoing training demonstrates a commitment to your employees' growth and well-being. Well-trained employees feel valued, confident, and engaged, leading to higher productivity, better workplace morale, and lower turnover rates. Providing essential HR training strengthens workplace culture and ensures employees feel safe and supported in their roles.

Next Steps: ♦ Access the 2025 HR Training Programs at SuperHR Academy. ♦ Ensure all employees complete their required training. ♦ Maintain compliance and promote a safe, informed workplace.



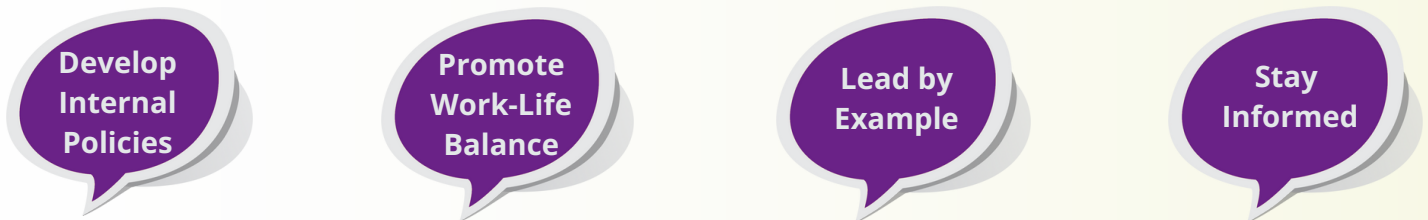
The **Right to Disconnect** refers to an employee's ability to disengage from work-related communications outside of standard working hours, promoting better work-life balance and mental well-being.

Current Landscape in Canada:

-  **Ontario:** Pioneered this initiative with the Working for Workers Act, 2021, effective June 2, 2022. Employers with 25 or more employees are required to have a written policy outlining expectations regarding after-hours work communications.
-  **Quebec:** Introduced Bill 799 in December 2021, proposing that employers develop clear disconnection policies. While not yet enacted, it signals a growing interest in such legislation.
-  **Prince Edward Island:** Undergoing a comprehensive review of its Employment Standards Act, with discussions including the Right to Disconnect, indicating potential future legislative developments.
-  **Other Provinces:** Currently, no formal legislation exists, but there is a noticeable trend toward considering such policies to address the evolving nature of work.

Lessons for Provinces Without Legislation:

While formal laws are pending, businesses can proactively adopt practices that support employee well-being and anticipate future legal requirements:



Taking proactive steps now can help businesses create a healthier, more engaged workforce—regardless of whether the law requires it.

Micro-learning Video of the Month

This month's **Learning Never Ends** feature is our Micro-learning Video on **Privacy In The Workplace**. Understanding workplace privacy is essential for protecting personal information and ensuring your organization meets regulatory standards. This resource promotes trust in your workplace practices.



LEVEL UP

Your New Employee Development Platform is here!

At SuperHR, we're committed to helping our clients build stronger, more engaged teams. That's why we're thrilled to introduce our new Employee Development Platform!

Through the next few months, we'll be rolling out expert-led training on key workplace topics to help your people collaborate more effectively, reduce conflicts, and strengthen team dynamics.

This initiative is a direct investment in your success, giving your team the tools they need to grow and thrive.

The Topic of the Month is How to Provide and Receive Constructive Feedback

Mastering constructive feedback is a game-changer for several reasons:

- **Enhances Communication** – Encourages open and honest discussions.
- **Boosts Performance** – Helps employees grow in their roles.
- **Reduces Workplace Tension** – Prevents misunderstandings and conflicts.
- **Strengthens Engagement** – Fosters a culture of trust and continuous improvement.

Encourage your team to take part and use this as a retention and engagement driver! Plus, every participant will receive a certificate of completion, which we recommend keeping in your employment records.



2025 Employment Insurance Changes

As a small business owner, it's essential to stay on top of changes to Employment Insurance (EI) to ensure you're managing payroll effectively and supporting your employees. Here are some key updates for 2025:

- 🗨️ **New EI Premium Rates:** Starting January 1, 2025, the EI premium rate for employees will decrease slightly to \$1.64 per \$100 of insurable earnings. Employers will pay \$2.30 per \$100. For Quebec residents, the rates are lower due to the Quebec Parental Insurance Plan.
- 🗨️ **Maximum Insurable Earnings:** The maximum amount of earnings subject to EI premiums has increased to \$65,700 in 2025. This means you and your employees will only pay premiums on earnings up to this amount.
- 🗨️ **Maximum Annual Contributions:** The maximum amount employees will pay annually for EI will rise slightly to \$1,077.48, while employers will contribute up to \$1,508.47 per employee.
- 🗨️ **Enhanced Benefits:** The maximum weekly EI benefit will increase to \$695 in 2025, providing better support for employees during unemployment or parental leave.
- 🗨️ **Premium Reduction Program:** If your business offers a qualified wage-loss plan, you may be eligible for reduced EI premiums, which can help save on payroll costs.

These updates can impact your payroll planning and employee benefits.

Take a moment to review your systems and explore options like the **Premium Reduction Program** to optimize your costs while supporting your team.

If you have questions or need assistance with compliance, give us a shout!

