

August 2025

THE SUPERHR DIGEST



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From the Get-Go

The Most Urgent and Relevant Employment Law Updates

Ontario's Bill 190 – A Shift Towards Transparency and Work-Life Balance

Ontario's proposed Working for Workers Five Act brings several workplace reforms that could set the tone across Canada. Employers may soon be required to disclose salary ranges on job postings, establish clearer boundaries around after-hours communication, and disclose the use of AI in hiring. While this bill currently targets Ontario, similar trends are expected to reach other provinces—including BC. Forward-thinking businesses should begin aligning their practices with these standards to stay ahead of the curve.

BC's Pay Transparency Deadlines – Is Your Business Ready?

The Pay Transparency Act is already reshaping hiring practices in BC. Employers with 50 or more employees must publish annual pay transparency reports starting November 1, 2025. This means salary ranges in job ads, avoiding pay history questions, and building systems for reporting gender-based wage gaps. Businesses should start preparing now—especially those on the cusp of the 50-employee threshold—to ensure compliance and avoid rushed implementations later.

Disconnecting from Work – A Growing Expectation, Not Just a Requirement

Federally regulated employers are now required to implement "Right to Disconnect" policies, encouraging healthier work-life boundaries. These policies limit work-related communication after hours and reflect growing concern over employee burnout. Even if you're provincially regulated, adopting such a policy sends a strong message about your culture and commitment to employee well-being—making it a smart move for recruitment and retention.

Staying on top of legislative changes isn't just about compliance—it's also about leading with confidence.

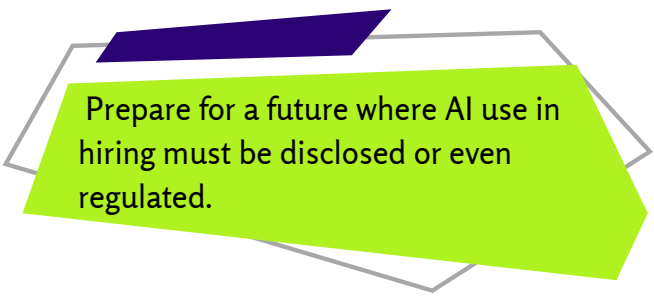
Why Ontario's Bill 190 May Set the Standard for Other Provinces

Ontario's Working for Workers Five Act (Bill 190), currently moving through the legislature, represents one of the most forward-looking packages of workplace reforms in Canada. It builds on previous "Working for Workers" legislation and introduces enhanced protections for employees—particularly around transparency, recruitment practices, and work-life balance.

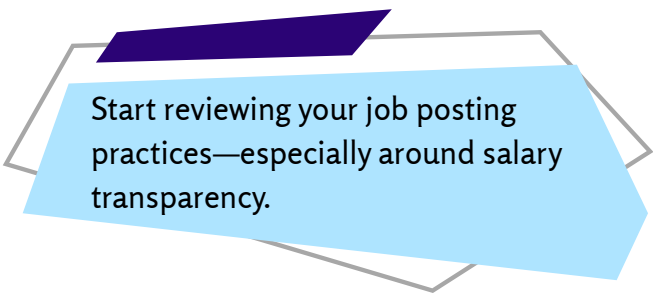
The Bill 190 proposes Mandatory Salary Disclosure, employers would be required to include salary ranges in publicly advertised job postings. AI Transparency, If an employer uses artificial intelligence in the hiring process, this must be disclosed to applicants. Prohibition on Certain Non-Disclosure Agreements (NDA's) related to workplace harassment or misconduct, may be limited to promote transparency and accountability. Stronger Right to Disconnect expectations, reinforcing after-hours communication boundaries. And, Increased Protection for Remote and Temporary Workers, including more flexibility and portability for health and safety training.

While Bill 190 is Ontario-specific, it reflects a growing national and global trend: greater transparency, fairness, and employee autonomy. These kinds of changes often create a ripple effect across Canada. Provinces like British Columbia and Nova Scotia have already introduced or are considering similar legislation (e.g., BC's Pay Transparency Act).

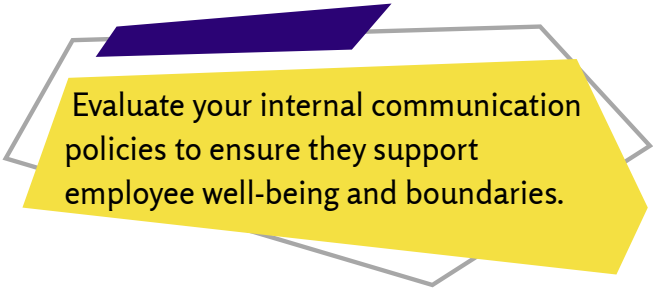
What this Means for Employers in Other Provinces



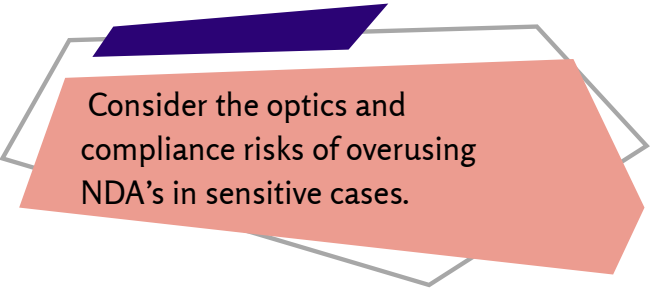
Prepare for a future where AI use in hiring must be disclosed or even regulated.



Start reviewing your job posting practices—especially around salary transparency.



Evaluate your internal communication policies to ensure they support employee well-being and boundaries.



Consider the optics and compliance risks of overusing NDA's in sensitive cases.

At SuperHR, we encourage our clients to be proactive rather than reactive. Aligning your practices now with these upcoming expectations positions your business as a compliant, competitive, and people-first employer—regardless of your province.

Where Policy Meets Practice: Anti-Harassment That Works

Across Canada, Occupational Health & Safety legislation has evolved to clearly place responsibility on employers to prevent and address harassment and bullying in the workplace. It's not enough to have a policy on paper—the law expects active, ongoing efforts to create and maintain a safe and respectful work environment.

Every province has made this a core component of OH&S compliance, and that means employers must:



Have a clear anti-harassment and bullying policy (you do—because we helped you draft it!)

Regularly train employees and managers on how to recognize, report, and respond to misconduct.

Act quickly and effectively when complaints arise.

We encourage you to revisit the policy with your team—whether in a toolbox talk, team meeting, or internal newsletter. This isn't a one-and-done item. It's an opportunity to reinforce your culture and demonstrate that your workplace stands for respect, inclusion, and psychological safety.






Remember: Your SuperHR training and resources can be accessed anytime. Feel free to repeat sessions as often as needed to support understanding and retention. We're here to help make these conversations consistent and effective.

The Real Cost of Absenteeism & Lateness: Why Your Presence Matters

We're thrilled to introduce our latest course — built specifically to help organizations address one of the most overlooked performance challenges in today's workplaces: absenteeism and lateness.

This course goes beyond the basics. It shows your team how even a small absence can create a ripple effect — leading to missed deadlines, overwhelmed colleagues, reduced client satisfaction, and ultimately, a weakened company reputation. Through humour, relatable scenarios, and reflection, we help employees understand how being present is not just about showing up — it's about showing up for each other.

Why this is a relevant course:

-  Boosts accountability
-  Reinforces the value of teamwork
-  Foster culture-building

Designed to be completed in just 30 minutes

Free for all SuperHR clients – as part of your ongoing support package.

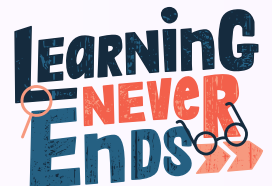
Available to the general public for an investment per learner, a small investment with a big impact.



Let's make presence part of your performance strategy.

Micro-learning Video of the Month

We are excited to introduce our Micro-learning Video of the Month, designed to inspire and educate your workforce. This month's topic is **Absenteeism**, a key challenge that can impact productivity and workplace morale. Understanding absenteeism helps employers and employees address its root causes and implement strategies to reduce its occurrence. This video offers practical insights into managing absenteeism effectively, promoting attendance, and supporting employees in maintaining a healthy work-life balance.



Compressed Work Weeks: A Practical Flexibility Tool for Today's Workplace

More and more businesses are asking: Can we give people more time off without losing productivity? In this section, we're offering practical, plain-language insight into what compressed work weeks really are, how they work, and what to consider before jumping in. Whether you're curious, skeptical, or already testing the idea—this is your essential guide to understanding compressed work weeks from both a compliance and culture perspective.

What is a Compressed Work Week?

A compressed work week allows employees to work their standard number of weekly hours in fewer days. For example, instead of working 8 hours a day for 5 days, employees might work 10 hours a day for 4 days, taking the fifth day off.

Why consider it?

With burnout on the rise and employees seeking better work-life balance, compressed schedules can be a low-cost solution to enhance employee well-being. It shows trust, offers flexibility, and can boost morale and retention—especially for teams who manage their time well.

When does it make sense?

This model works best when operational coverage can be maintained even with fewer people on-site or when workflows are task-based rather than clock-driven. It's commonly seen in fields like healthcare, administration, trades, and project-based environments.

To whom does it apply?

Compressed work weeks are ideal for full-time employees whose roles allow for autonomy and measurable output. They are less suited to high-traffic front-line roles that require fixed coverage unless a rotating schedule is in place.



- Improved employee satisfaction and mental health;
- Fewer late arrivals and personal time off requests;
- Longer stretches of uninterrupted productivity



- Fatigue during longer days
- Risk of violating overtime or hours of work provisions if not monitored carefully
- Coverage gaps if too many employees take the same day off


The takeaway? Compressed work weeks aren't one-size-fits-all—but when applied thoughtfully and compliantly, they can be a powerful HR strategy that makes work feel a little more human.



CLIENT
SPOTLIGHT




 Can you tell us about your organization?

 With 25+ years of experience across the full ERP project lifecycle, we help businesses successfully implement and optimize systems like Oracle, JD Edwards and Odoo. Our services are:


- ERP Implementation – Tailored deployment of Oracle and Odoo.
- Support & Help Desk – Reliable technical support to keep operations running.
- Custom Development – Solutions built to fit your unique business needs.

Proud Oracle and Odoo partners, serving clients across Canada, Mexico, and LATAM.


 What unique services or solutions does your business offer that could benefit other organizations in our network?

 Artificial Intelligence is transforming the way we work, and the combination of InnTegra + Odoo (ERP) + AI is the perfect way to discover how.

 How has collaborating with SuperHR contributed to your organization's growth and team development, and what specific feature or aspect of SuperHR's services do you find most valuable in this process?

 Our collaboration with SuperHR has been instrumental in driving our organizational growth and strengthening team development. Their support has brought structure and efficiency to our HR processes, allowing us to stay focused on our strategic goals—particularly when managing both Canadian and international teams.

 If other organizations want to learn more about your services, what's the best way for them to reach out?

 You can connect with us on our web page. <https://www.global-inntegra.tech/>