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THE SUPERHR DIGEST



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From the Get-Go

New Minimum Wage Increase

Effective June 1, 2025, the general minimum wage in BC will increase from \$17.40 to **\$17.85** per hour, reflecting a 2.6% adjustment tied to inflation. This annual adjustment is part of the government's commitment to ensure wages keep pace with the cost of living. Specific minimum wage rates for roles such as live-in camp leaders, live-in home support workers, resident caretakers, and app-based ride-hailing and delivery service workers will also see corresponding increases.

In October 2025, several provinces and territories across Canada are implementing minimum wage increases in 2025:

Ontario **\$17.60** - Up from \$17.20. Adjusted annually based on the Ontario CPI.

Manitoba **\$16.00** - Up from \$15.80. Reflects a 1.1% inflation adjustment.

Nova Scotia **\$16.50** - Up from \$15.70. Future increases will be tied to CPI plus 1%.

HR Tip: Be proactive—review your payroll systems and employment contracts to ensure compliance with these updated rates. Not sure where to start? We're here to help!



Elimination of Sick Notes for Short-Term Absences

Across Canada, the conversation around sick notes is evolving. Several provinces are re-evaluating when, and if, employers can request medical documentation for short-term illnesses. The shift aims to reduce unnecessary strain on the healthcare system while fostering a workplace culture rooted in trust. Here's how key provinces are responding:

In **British Columbia**, Bill 11, the Employment Standards Amendment Act, 2025, passed third reading on May 12, 2025. This amendment prohibits employers from requiring employees to provide a doctor's note or similar documentation for short-term health-related absences. The specific definition of "short-term" and applicable circumstances will be detailed in forthcoming regulations, expected to be finalized before the 2025 influenza season. The intent is to reduce the administrative burden on healthcare providers and streamline the sick leave process for employees.

In **Ontario**, the government has implemented a new rule as of October 28, 2024, that prohibits employers from requiring a doctor's note for the first three days of unpaid sick leave. This update aligns with the Employment Standards Act, allowing employees to take short-term leave without the stress of securing medical documentation. The change is part of Ontario's broader effort to streamline leave entitlements and support workers' health without burdening medical providers. Employers may still request reasonable evidence for longer absences, such as a written declaration from the employee.

Saskatchewan is also taking steps toward easing the documentation burden. Starting in May 2025, employers will only be permitted to ask for a sick note if an employee has been absent for more than five consecutive working days or if the employee has had two or more absences, each lasting two or more days, within the past 12 months. Additionally, the province has extended the maximum duration of unpaid long-term illness and injury leave from 12 weeks to 27 weeks, aligning with federal Employment Insurance (EI) sickness benefits. These changes were introduced through Bill 5, modernizing Saskatchewan's workplace laws with a focus on both compliance and compassion.

In **Manitoba**, there is growing public and professional support for eliminating sick notes for brief illnesses, though no legislative change has been made yet. Recent data shows that 96% of Manitobans support the idea of removing the requirement for short-term absences, with 87% advocating for complete elimination. While the province hasn't yet made regulatory updates, the overwhelming consensus suggests that Manitoba may follow the lead of other jurisdictions.

Alberta continues to allow employers to request a doctor's note for any length of illness-related absence. While no updates are expected in the immediate future, employers may want to review internal practices to ensure they strike a healthy balance between operational needs and employee trust.

These shifting policies underscore a broader movement across Canada toward more employee-centric and efficient HR practices. Now is a great time to ensure you're aligned with evolving standards and employee expectations.

Navigating Heat Waves at Work

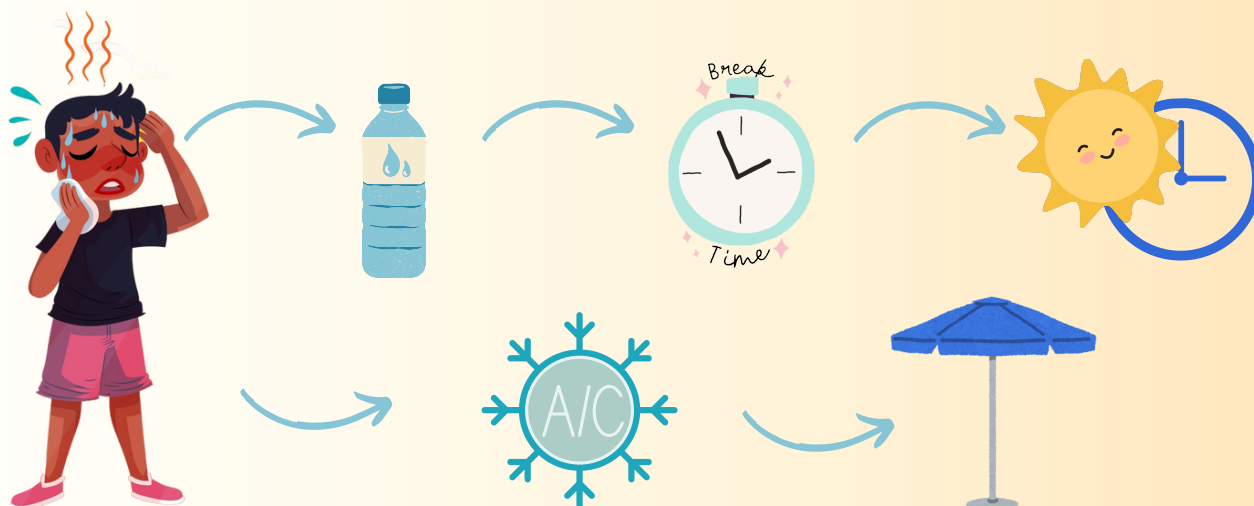
As temperatures rise across Canada during spring and summer, heat waves are becoming more common and more intense – and they pose real risks to employee health, safety, and productivity. Whether your team works indoors without sufficient cooling or outdoors in direct sunlight, excessive heat is an occupational hazard that must be taken seriously.

Heat stress can cause fatigue, dehydration, dizziness, and even serious conditions like heat exhaustion or heat stroke. For employers, that means increased risk of incidents, reduced focus, and in some cases, lost time or liability if proper precautions aren't in place. But with proactive planning and leadership, heat doesn't have to put your people – or your operations – at risk.

Leaders play a key role in helping employees stay safe and comfortable during heat waves. This starts with recognizing the signs of heat-related illness and encouraging a workplace culture where hydration, rest, and reporting symptoms are normalized. It also means adjusting expectations – rescheduling physically demanding tasks to cooler parts of the day, offering shaded or air-conditioned rest areas, and allowing flexible breaks as needed. For remote or indoor teams, making sure HVAC systems are functioning well and addressing air flow issues is just as important.

Don't forget the power of communication: let your team know what to expect when temperatures rise, what supports are in place, and who to talk to if they feel unwell. A simple check-in from a manager during a hot day can go a long way in building trust and preventing heat-related incidents.

Preparing for seasonal heat is not just an OH&S obligation – it's a sign of responsible, people-first leadership. If you need help reviewing your heat stress policy or developing a heat wave response plan, SuperHR is here to help you stay compliant and keep your team safe through every season.








Conflict Resolution

We're thrilled to announce this month's SuperHR Academy training—designed to help you grow both professionally and personally. This is your chance to strengthen your workplace relationships and communication skills with no cost to you.

Course of the Month - Conflict Resolution

Creating a healthy, respectful workplace starts with strong conflict resolution skills. That's why this month, we're offering a FREE online course on Managing Conflict at Work – designed for both leaders and employees.

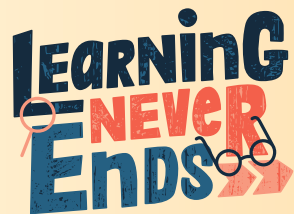
-  Short and practical
-  Builds a more collaborative culture
-  Certificate of Completion included

This program is designed with inclusivity at its core, making it accessible to all participants regardless of their learning style or background. We've chosen a variety of formats, including videos with captions and narration to ensure everyone can engage effectively with the material. Our goal is to equip you with essential skills to manage workplace conflicts constructively, fostering a positive and productive work environment. We are sending the free access course invitation via email and it will be available until June 20th. The course comes with a certificate of completion to recognize your commitment to personal and professional growth.

Let's continue to build a workplace where we listen, support, and grow together. We believe in your potential—and we're excited to see how you'll put these tools into action!

Micro-learning Video of the Month

This month's **Learning Never Ends** feature is our Micro-learning Video on **Hazard Reporting**. This month's topic is Hazard Reporting, a fundamental practice for maintaining a safe and healthy workplace. This video provides key insights into the importance of Hazard Reporting, and the positive impact it can have on your organization's safety culture and reputation. Always keeping in mind that this is a basic requirement from the OH&S Legislation.



Onboarding with Impact

A new employee's first day is more than just a paperwork exercise — it's a moment that sets the tone for everything that follows. One of our clients recently shared that their newest hire left after just two weeks. When we reviewed their onboarding experience, it was clear: no welcome message, no training schedule, and no sense of connection with the team. The new employee felt like an afterthought — and unfortunately, they left before they even settled in.

We stepped in and helped them re-imagine their onboarding program. With a few thoughtful tweaks, we turned their first-day process into a structured, warm, and engaging experience. The result? Their next hire stayed, thrived, and quickly became a valued part of the team.

Onboarding doesn't need to be complicated, but it must be intentional. When done right, it boosts employee engagement, speeds up productivity, and reduces turnover. It's one of those small HR wins that makes a big business difference.

Basic Steps to Improve Onboarding

Send a Welcome
Email Before Day One

Prepare a
Personalized First-
Day Agenda

Set Up Their
Workspace

Introduce the Formal
Employment Package

Provide a Clear
Training Path

Schedule
Check-ins

At SuperHR, we believe that onboarding is more than orientation — it's your first opportunity to show new employees that they matter. A strong start builds confidence, loyalty, and productivity from day one. Whether you're hiring your first team member or growing fast, investing in a thoughtful onboarding experience is one of the simplest and most powerful ways to retain top talent and strengthen your culture. If you're ready to elevate your onboarding, we're here to help every step of the way.



THE **WoW** CULTURE

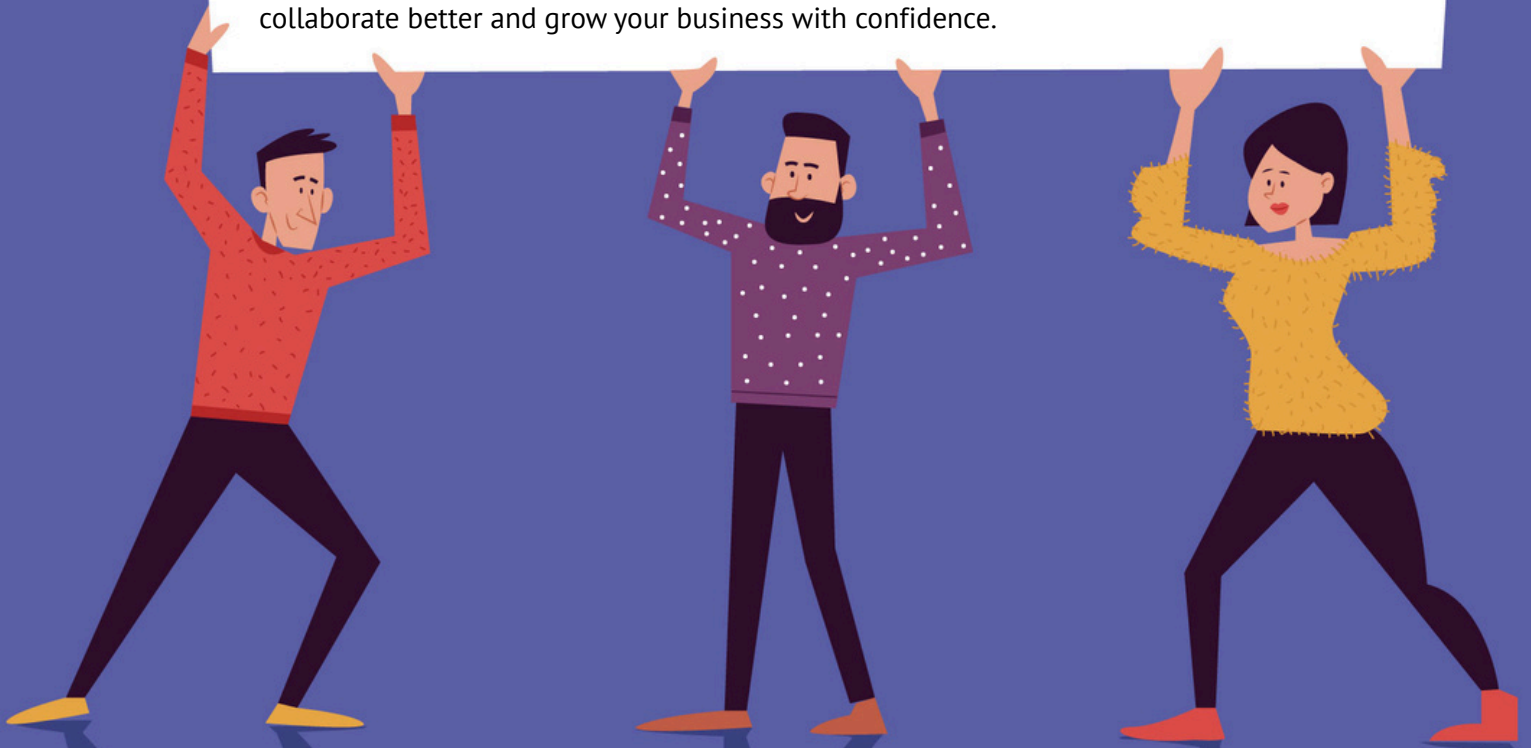
We're thrilled to announce a new partnership between **SuperHR** and **The WoW Culture**! Created to help businesses like yours build stronger, happier, and more productive teams.

Together, we deliver practical solutions that:

- **Boost employee engagement and teamwork**
- **Foster a workplace where everyone feels respected and confident to contribute**
- **Strengthen communication and problem-solving across your team**

No complicated jargon. No one-size-fits-all programs. Just real tools and hands-on learning tailored to your unique business—**so you can thrive.**

Watch for **upcoming workshops, resources, and ongoing support** to help your team collaborate better and grow your business with confidence.



HR IS COMING TO TOWN!

We're also thrilled to announce an exclusive onsite **HR Roundtable!** Thanks to our valued partner, **The Ridge Meadows Chamber of Commerce**, we're hosting this collaborative session on **Thursday, July 3rd, 2025** from **8:30am-10:30am**, at the picturesque **Hopcott Farms in Pitt Meadows**. Join Pierre and Luis for insightful discussions and networking. Space is limited, so please reach out to RSVP and secure your spot!