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THE SUPERHR DIGEST



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From the Get-Go

What's changing in your payroll:

Minimum wage updates coming this fall

Starting October 1, 2025, several provinces are adjusting their minimum wage rates to help keep pace with rising costs:

- 🗨️ Ontario: General minimum wage will rise from \$17.20 to \$17.60/hr. Student workers (under 18, ≤ 28 hr/wk) will see a bump to \$16.60/hr, and homeworkers (working from home) will move up to \$19.35/hr.
- 🗨️ Manitoba: From \$15.80 to \$16.00/hr.
- 🗨️ Saskatchewan: Increase to \$15.35/hr.
- 🗨️ Nova Scotia: Will hit \$16.50/hr (up from \$15.70) in October.
- 🗨️ Prince Edward Island: Moving from \$16.00 to \$16.50/hr.

Meanwhile, British Columbia raised its minimum wage to \$17.85/hr on June 1, 2025, and Alberta's rate remains steady at \$15.00/hr, with no change currently announced.



Dependent Contractor Vs Independent Contractor Don't Get Caught Off Guard

Misclassifying contractors isn't just a legal buzzword, it's a real risk with real costs. In BC courts, the line between independent contractor, dependent contractor, and employee is being tested... and the consequences are significant.

Recent BC Court Highlights

Cvjetkovich v. Breezemax (2024): An exclusive long-term contractor was reclassified as a dependent contractor and awarded 12 months' notice—nearly the same as an employee.

Ursic v. Country Lumber (2025): No more "discounted" notice for dependent contractors. Courts now weigh where the relationship sits on the spectrum. One trucking business earned 10 months' damages after termination without a written contract.

Federal Alert: Bill C-69 Is Here

In federally regulated sectors, gig workers are now presumed employees—unless you can prove otherwise. The burden of proof is squarely on you. That means misclassification could lead to serious liabilities.



True Risk = Real Impact - Misclassification isn't just a formality:



- Expect penalties of 10–20% on unpaid EI, CPP, income tax, plus interest
- Liability for unpaid benefits, severance, and retroactive workers' compensation
- Damage to your reputation and morale, plus heightened government scrutiny

Your Action Plan: Proactive, Simple, and Protective



Every long-term contractor working exclusively for your company may risk being reclassified, alignment with Bill- C69

Think of your contractors as partners, not placeholders. A little proactive clarity today can prevent a courtroom headache tomorrow. Need a checklist or contract review? We're here to help you stay compliant, and grow with confidence.

Working While Impaired What Employers Need to Know

Workplace impairment isn't just about alcohol or illicit drugs anymore, it includes prescription medication, cannabis (medical or recreational), fatigue, and even stress-related cognitive decline. Occupational Health & Safety laws in BC, Alberta, and Ontario all place a clear duty on employers to protect workers from hazards, including those created by impairment.

Where's the fine line?

The law requires employers to take reasonable steps to prevent and respond to impairment-related hazards – but it also protects employees' rights, including privacy, human rights (disability and medical needs), and freedom from discrimination.

You can: have a clear written impairment policy, train supervisors to recognize and respond to signs of impairment, and remove impaired workers from safety-sensitive duties until fit for work.

You cannot: apply “zero tolerance” in a way that violates human rights without reasonable cause, or ignore the duty to accommodate where a medical condition or prescribed treatment is involved.

Example from the real world:

One Alberta construction company faced repeated near-miss incidents involving a worker on prescribed pain medication after an injury. Instead of immediate dismissal, they reassigned the worker to non-safety-sensitive duties, involved their doctor, and provided gradual re-integration. This avoided a costly human rights complaint while keeping the site safe.

Practical steps for employers:

Have a clear impairment policy, train staff to spot and report signs, and focus on whether a worker is fit for duty rather than the cause of impairment. Document all actions, and when impairment is tied to a disability or prescription, explore accommodations before discipline. Balancing safety with legal rights is key.

If you find a worker impaired onsite:

Remove the worker from safety-sensitive duties immediately to prevent harm to themselves or others. Speak to them privately, explain your concerns, and assess their ability to perform any work safely. Document observations (behaviour, smell, speech, physical signs) and any statements made. Arrange safe transportation home, never allow them to drive. If impairment may be linked to a medical condition or prescribed medication, follow your accommodation process. If it's alcohol or drug misuse without a medical basis, address it under your impairment policy, which may include investigation, disciplinary action, or referral to support resources. Throughout, maintain dignity and confidentiality while keeping safety the top priority.

Bottom line: Your role is to protect the workplace from hazards while respecting legal rights. The safest route is a clear, fair, and consistently applied impairment policy, backed by supervisor training and a culture that encourages reporting concerns without stigma.

Introducing Our Brand-New Micro Learning Videos More Inclusive, More Realistic, More Powerful



We're excited to share that SuperHR now offers a fresh selection of micro-learning videos featuring lifelike avatars and closed captions, designed to boost accessibility and inclusivity for all employees.

These videos bring HR training to life with realistic scenarios that truly engage learners—helping you build knowledge and compliance faster and with greater impact.

High-quality micro-learning resources like these are typically only available to large organizations with big, creative HR teams and massive budgets. But now, as a SuperHR client, you have exclusive access to these cutting-edge tools that make HR education easy, engaging, and effective.

Micro-learning Video of the Month

This month's Micro Learning Video focuses on **Leave of Absence**, highlighting how clear policies and compassionate communication can support employee well-being while keeping operations running smoothly. It covers the main types of leave, explains rights and responsibilities, and offers tips for balancing organizational needs with individual circumstances. By sharing this video, you'll foster trust, reduce turnover, and strengthen engagement within your team.



Announcements



SuperHR & Downtown Maple Ridge BIA – Partnership Celebration

We're excited to announce that SuperHR and the Downtown Maple Ridge BIA are celebrating their partnership on September 5th, from 9:00 AM to 12:00 PM!

As part of this event, we're offering free 30-minute appointments exclusively for BIA members. This is the perfect opportunity to discuss pressing HR matters or to start planning a tailored HR function for your business.

Spaces are limited—don't miss this chance to access dedicated HR expertise at no cost!

Bridging Performance Gaps While Keeping Employees Engaged

At SuperHR, performance management is never about punishment, it's about unlocking potential. Recently, a client faced a situation where a valued employee's performance had declined after returning from medical leave. Instead of moving directly to a Performance Improvement Plan (PIP) with disciplinary implications, we guided them toward a supportive and compliant path.

We started with an open, documented discussion, ensuring compliance with employment standards and human rights legislation. In Canada, employers must consider whether health, family, or protected grounds may be affecting performance and explore accommodation before proceeding with any corrective measures. This includes conducting an individualized assessment, documenting conversations, and providing reasonable support.

Together with the client, we designed a temporary adjusted performance plan, focusing on achievable goals, regular feedback sessions, and access to resources. This approach maintained compliance by avoiding any actions that could be perceived as constructive dismissal or discrimination while preserving the employee's dignity and trust.

Within a short period, the employee's performance improved, engagement rose, and the organization avoided the high costs of turnover and potential legal disputes.

Compliance Tip:

Always document your performance discussions, involve HR early, and ensure that any performance plan does not double as a disciplinary tool unless all legal and accommodation considerations have been addressed.

Key takeaway:

Performance gaps often signal an opportunity for support and growth, not discipline. Through open communication, clear expectations, and compliance-focused strategies, organizations can drive performance without sacrificing employee morale.






CLIENT
SPOTLIGHT



Umbrella I.T. Services

Vancouver's Small Business Technology Partner


Can you tell us about your organization?

 We've spent over 13 years helping small businesses, nonprofits, and government organizations stop worrying about technology by simplifying, securing, and modernizing their operations. We cover everything your growing organization needs—solutions and support for your staff, devices, servers, networks, cloud services, backups, phone systems, cybersecurity, compliance, and more.


Whether upgrading outdated infrastructure or providing ongoing consulting and management, we ensure your technology works efficiently to help you meet your goals. We blend enterprise-grade solutions with a personalized, small-business approach, offering reliable service, clear communication, and strategic guidance that empowers our clients to grow with confidence.

From modernizing systems and strengthening security to maximizing your existing tools, Umbrella IT Services is the strategic partner you can trust for all your technology needs.


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

-  • On Demand & Pro Active IT Support
- Quarterly IT Consulting Sessions
- IT Systems Security, Maintenance & Management
- Backups, Business Continuity & Disaster Recovery
- Email Security Filters
- IT & Operational Policy Development
- IT & Cyber Security Compliance Services, Strategies and Solutions
- Cyber Security Training Seminars
- AI Consulting, Training, & Implementations
- No Downtime Guaranteed Migrations to Microsoft 365 and Google Workspace
- Microsoft 365, Google Workspace Training Seminars
- No Downtime Guaranteed Upgrades for Desktop, Server, and Network Infrastructure

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?

 Partnering with SuperHR has been a strategic move in scaling Umbrella IT Services' operations and strengthening our team. This collaboration has helped us attract top talent, refine our internal processes, and free up leadership time to focus on client service and innovation.

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

 Reach us by email: jake@umbrellaitservices.ca, phone 778 833 4782, or website www.umbrellaitservices.ca