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Ontario Will Require Certain Employers to Implement Electronic Monitoring Policies

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By Daniel Wong, Megan Mah, Alfred Pepushaj

On February 24, 2022, the Government of Ontario <u>announced</u> that it will introduce new legislation requiring employers with 25 or more workers to implement a written electronic monitoring policy for their employees.

According to the announcement, an employer's electronic monitoring policy would need to advise whether the employer electronically monitors its employees. If so, the policy would need to describe how and in what circumstances the employees are monitored, and disclose the purpose of collecting information through electronic monitoring. The policy would apply to employees working in the workplace, in the field, or at home.

The recent announcement follows the passing of the *Working for Workers Act*, 2021 which amended, among other employmentrelated statutes, the *Employment Standards Act*, 2000, by prohibiting—subject to narrow exceptions—the use of non-compete agreements and by requiring employers in Ontario with 25 or more employees to create a policy regarding disconnecting from work.

We will monitor and provide further details regarding the proposed electronic monitoring policies. If you would like to discuss how the proposed changes may impact your business or require assistance to comply with the necessary changes, please contact a member of WeirFoulds' Employment Law Group.

The information and comments herein are for the general information of the reader and are not intended as advice or opinion to be relied upon in relation to any particular circumstances. For particular application of the law to specific situations, the reader should seek professional advice.



Daniel Wong

Toronto 416.947.5042

Email: dwong@weirfoulds.com

Daniel Wong is Chair of the Firm's Employment & Labour Practice Group with a practice that is focused on employment and labour relations.



Megan Mah

Toronto 416.947.5098 Email: mmah@weirfoulds.com

Megan Mah has a diverse practice that focuses on human rights, employment, civil litigation, administrative and constitutional law.



Alfred Pepushaj

Toronto 416.619.6293 Email: apepushaj@weirfoulds.com

Alfred Pepushaj is an Associate in the Commercial Litigation Practice Group at WeirFoulds LLP. He focuses on complex corporate and commercial litigation, including fraud, contract breaches, and shareholder disputes, as well as trusts and estates litigation involving will challenges, fiduciary breaches, and contested asset distributions.

WeirFoulds^{LLP}

www.weirfoulds.com

Toronto Office 4100 – 66 Wellington Street West PO Box 35, TD Bank Tower Toronto, ON M5K 1B7

Tel: 416.365.1110 Fax: 416.365.1876 Oakville Office 1320 Cornwall Rd., Suite 201 Oakville, ON L6J 7W5

Tel: 416.365.1110 Fax: 905.829.2035

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