



e2r Alert!

Quick Update on Disconnecting from Work Policy

While we're sure you've already heard all about the Disconnecting from Work legislation introduced in Ontario last year, we felt it was time for a little reminder.

Last year, employers who had 25 or more employees as of January 1, 2022 were to have their Disconnecting from Work Policy implemented by June 2, 2022. But did you know that if you've hired more employees over the last year and you now meet the 25 or more employee threshold, it's now your turn to create the policy?

Employers that employ 25 or more employees on January 1 of any year must have a written policy on Disconnecting from Work in place before March 1 of that year. Where an employer may have multiple locations in Ontario, they must include the total number of employees for all locations in their count.

If you now have 25 or more employees, please be sure to reach out to us to discuss drafting and implementing your policy. Note you may be required to toggle up depending on your current service level.

If you have any questions about this or anything else, feel free to reach out to schedule a call with an e2r™ Advisor.