Human Resources Legislative Update

Reminder: Naloxone Kit Requirements Effective June 1, 2023

Date: May 31, 2023

As we reported previously, amendments to the *Occupational Health & Safety Act* in Bill 88, *Working for Workers Act, 2022*, which require certain employers to have a naloxone kit in the workplace, have been proclaimed into force effective **June 1, 2023**. On December 9, 2022, the Ontario government filed O. Reg. 559/22: Naloxone Kits, which sets out requirements regarding the provision and maintenance of naloxone kits, as well as what must be included in these naloxone kits. The Regulation also comes into force on June 1, 2023.

As of that date, employers who become aware or ought reasonably to be aware that there may be a risk of a worker having an opioid overdose in the workplace are required to provide a naloxone kit in the workplace. Employers must also ensure that the naloxone kit is in the charge of a worker who has been trained on recognizing an opioid overdose and how to administer naloxone. Please see our *FTR Now* of March 2, 2022, Ontario Introduces Bill 88, Working for Workers Act, 2022, for more details regarding this requirement.