

Fundamentals of Workplace Safety and Insurance Law

Labour & Employment Law / Workers' Compensation / Young Lawyers Division



Live Online

Date: Tuesday, June 2, 2026 | 1:00 pm to 4:00 pm

Location: Webinar

Agenda: 1:00 pm – 4:00 pm (ET)



Professionalism Hours: This program contains a total of 0 hours and 0 minutes

Substantive Hours: This program contains 3 hours and 00 minutes

The OBA has been approved as an Accredited Provider of Professionalism Content by The Law Society of Ontario.

Are you looking to build or strengthen your practice in workplace safety and insurance law? Do you want a clearer understanding of how workplace injury matters are handled in Ontario? As this area of law continues to grow in complexity and importance, having a solid foundation is essential.

Join us for this unique and highly practical program and learn from the experts.

Program Chairs: **Lila Amara**, Lawyer, WSIB
Shannon Sweeney, Soloway Wright LLP

1:00 pm Welcome and Opening Remarks

1:05 pm **Ontario Workplace Safety Framework**

- OHS purpose and structure
- Workplace roles and duties (employers, supervisors, workers, constructors)
- Internal Responsibility System (IRS)
- Worker rights (know, participate, refuse unsafe work)
- Workplace Safety Policy and Health and Safety Committees
- Critical injury/fatality response priorities

1:35 pm **Enforcement, Investigations, and OHS Liability**

- Ministry of Labour role and inspections
- Orders, compliance, and stop-work powers
- OHS offences and penalties (ticketing, prosecutions, individual vs corporate liability)
- Due diligence defence in practice
 - Ministry of Labour's role and statutory powers
 - OHS compliance and the scope of Ministry of Labour Orders
 - Strict Liability Offences and the Crown's burden to prove Actus Reus
 - Making out the defence of Due Diligence in OHS prosecutions
- OHS offences and penalties (prosecutions, maximum penalties, sentencing considerations, individual vs corporate liability)

2:05 pm Health Break

2:20 pm **WSIB /Workplace Insurance Law Fundamentals (WSIA**

Overview)

- WSIA purpose and structure
- Coverage (mandatory vs optional; independent operators and misclassification risks)
- Benefits overview (LOE, health care, return-to-work/re-employment, NEL)
- Historic trade-off: no-fault benefits vs right to sue

2:55 pm **Claims Process, Appeals, and Employer/Worker Strategies**

- Reporting obligations and timelines (Forms 6 & 7; consequences of non-compliance)
- WSIB entitlement decision-making process
- Objections and appeals (internal review, ASD, WSIAT)
- Core evidence (medical records, functional abilities, credibility issues)
- Common pitfalls (delayed reporting, return-to-work disputes, human rights overlap)

3:25 pm **Overlap Issues: OHS, WSIA, Employment Law, and Human Rights**

- Overlapping legal regimes (OHS, WSIA, employment, human rights)
- Reprisal protections (OHS and WSIA)
- Termination/discipline during WSIB claims
- Accommodation vs return-to-work obligations
- Coordinated legal strategy (investigations, privilege, insurers/counsel)

3:50 pm Questions and Concluding Remarks

4:00 pm Program Concludes

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Questions? pd@oba.org