

# June 2026 Newsletter



The **June 2026 HR Insider Newsletter** is now available, and this issue focuses on the workplace issues HR leaders are being asked to manage with greater care, more documentation, and better judgment.

This month's edition looks at the human side of budget pressure, the legal risk behind employee privacy concerns, common payroll mistakes during termination, the hidden bias that can remain in hiring even after "Canadian experience" language is removed, and the growing connection between remote work, housing affordability, and employee retention.



One of the lead articles examines **stress during budget season** and why HR should treat it as more than a temporary morale issue. When organizations are making difficult decisions about staffing, resources, workloads, and operating priorities, employees often feel that pressure long before any formal announcement is made. The article explains why prolonged stress can become a workplace health and safety concern and gives HR leaders practical ways to support employees through mental health breaks, manager check-ins, clear communication, team connection, and meaningful recognition.

The newsletter also includes an **Ask the Expert** feature on employee privacy when workers are recorded on job sites. The answer explains that Canadian privacy laws may not automatically prohibit someone from recording workers from public or semi-public spaces, but employers still have a duty to respond when employees feel harassed, intimidated, or psychologically unsafe. For HR leaders, the issue isn't just whether the recording is legal. It's whether the employer has taken reasonable steps to assess the concern, protect workers, and document the response.

For payroll and HR teams, the issue includes a practical article on **calculating termination pay for employees with irregular workweeks**. This is one of those compliance areas where a small misunderstanding can create real cost. The article walks through an example showing how using actual earnings instead of the required average can result in overpayment, especially where overtime, vacation, public holiday pay, sick time, and fluctuating schedules are involved.

Another important article challenges employers to look more closely at **hiring without "Canadian experience."** Many organizations have removed the phrase from job postings,

but the article explains why that may not be enough. If recruiters and hiring managers still favour familiar employers, local credentials, conventional career paths, or vague ideas of “fit,” the hiring process may still create human rights risk. The real work is not just editing job ads. It’s redesigning the hiring process so decisions are based on measurable, job-related criteria.

The **Month-in-Review** section gives HR professionals a useful snapshot of legislative and regulatory updates across Canada, including minimum wage increases, immigration oversight changes, new cyber security requirements for Ontario public sector organizations, payroll deduction updates, and new administrative monetary penalties for OHS violations in Yukon.



The case law section is also worth reviewing. This month’s case alerts include a just cause termination involving an executive who misrepresented his MBA status, a significant COVID vaccination refusal contract decision, a ruling on the limits of zero-tolerance discipline, an Ontario decision on mitigation earnings after wrongful dismissal, and a privacy case involving an intrusive AI-based driver surveillance system.

The issue also takes a timely look at **remote work and housing affordability**. Remote work may have changed where employees live, but it has not solved the affordability problem. In many cases, housing pressure has simply moved into secondary markets and smaller communities. For HR leaders, this means remote work should not be treated as a complete retention strategy. Compensation, career progression, location planning, and workforce stability all need to be considered together.

## Key takeaways from this issue

1. Budget-season stress should be managed as a workplace risk, not dismissed as normal pressure.
2. Employee privacy concerns on job sites may trigger safety obligations even where privacy law does not provide a simple answer.
3. Termination pay for irregular workweeks requires careful averaging and jurisdiction-specific compliance.
4. Removing “Canadian experience” from job ads is only the first step. Employers need structured, defensible hiring systems.
5. AI-based monitoring and employee surveillance can create serious privacy risk when the technology goes beyond what is necessary and proportionate.
6. Remote work has not eliminated housing-related retention pressure. It has changed where that pressure shows up.

## WHAT YOU NEED TO KNOW THIS MONTH

<https://hrinsider.ca/wp-content/uploads/2026/05/Untitled.mp3>

## IMPORTANT DATES

- [HR COMPLIANCE CALENDAR](#)
- **June 1–Alberta–Deadline to comply with driver experience records [rules](#) for commercial carrier Class 1 tractor-trailers.**

- June 1–Alberta–Deadline [to comment](#) on proposed changes to WCB Funding Policy.
- June 1–British Columbia–Minimum wage increases 40 cents to \$18.25 per hour.
- June 1–Québec–Deadline [to apply](#) for Productivity-Skills program funding for AI training.
- June 1–Yukon–New WSCB administrative monetary penalties [regime](#) for OHS and workers' compensation violations takes effect.
- June 12–Newfoundland & Labrador–Deadline to [apply](#) for 2026 Job Creation Partnerships (JCP) funding.
- June 22–Northwest Territories/Yukon–National Indigenous Peoples Day statutory holiday.
- June 22–Québec–St. Jean Baptiste Day statutory holiday.

## THIS MONTH'S CONTENT IN FULL

- [Managing Stress During Budget Season](#)
- Employee Privacy Concerns on Job Sites Ask the Expert
- [Calculating Termination Notice of Employees with Irregular Work Weeks](#)
- [Hiring Without 'Canadian Experience' What HR Leaders Are Getting Wrong Right Now](#)
- [Month In Review](#)
- [Remote Work & Housing Affordability](#)

## ADDITIONAL TOOLS AND READING

- [Ensuring that digital solutions used to monitor employees remain within personal privacy boundaries](#)
- [Legally sound electronic monitoring policy](#)
- [When lying on a resume is and is not just cause for termination](#)
- [Enforcing a mandatory vaccination policy](#)

- [7 things wrongfully dismissed employees must do to mitigate their damages](#)
- [Managing Cross-Border Talent Mobility When Remote Work Has Outgrown the Policy](#)