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Value per template: \$2,800 each

- 1. Cybersecurity Incident Response Plan
- 2. Drugs, Alcohol and Medication Policy
- 3. Employee Manual*

Value per template: \$1,500 each

4. Return to Work Package

Value per template: \$900 each

- 5. Anti-Bullying Policy*
- 6. Anti-Harassment Policy*
- 7. Anti-Violence Policy*
- 8. Letter of Offer/Contract
- 9. Technology Usage Policy
- 10. QC Harassment Prevention Policy
- 11. QC Prevention Program

Value per template: \$500 each

- 12. Canadian Anti-Spam Legislation Rules and Consent Form
- 13. Disconnecting from Work Policy
- 14. Inclement Weather Policy
- 15. Smoke-Free Workplace Policy

Have questions?

Contact your Advisor today!

Possible Penalties

- 1. Average cost of a cybersecurity breach is **\$26,000**, but can be as much as **\$500,000**
- 2. In AB: Penalties up to \$100,000.
- 4. Legal requirement and possible penalties in **PEI**, **NB**, **NL**, & **ON**. Plus in **NL**: Potential strike against employer's WCB assessment account.
- 5. Penalties up to ON: \$550, BC: min \$1,250.
- 6 7. Penalties up to AB: \$500 per violation, SK: \$1,000, MB: \$5,000, ON: \$550, NB & NL: \$250,000, NS: \$2,000.
- 8. A **must have** in defence of an employment standards complaint or wrongful dismissal claim.
- 9. Average cost of a cybersecurity breach is **\$26,000**, but can be as much as **\$500,000**
- 10. Penalties up to **QC:** \$1,200 (Plus legal fees upward of \$9,000)
- 11. Penalties up to **QC:** \$3,000
- 12. In AB: Penalties up to \$1,000 per email
- 13 14. Possible graduated fines like workers' compensation. In ON: Penalties up to \$25,000
- 15. Penalties up to QC: \$15,000, ON: \$300, NB: \$1,100, NS: \$352.50, PEI: \$350, NL: \$5,000

*requirement for Liability Insurance.

1-833-568-2342 or CFIB@CFIB.ca

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