

JUNE 2023 MONTH IN REVIEW

Federal

LAWS & ANNOUNCEMENTS

Housekeeping & Sanitation

Apr 1: The government is planning to propose new regulations to clarify that toilets not specific to sex or gender count toward the number of toilets that federally regulated employers must provide at a workplace to meet COHS Sanitation Provisions.

Action Point: Take [5 steps](#) to ensure compliance with OHS personal hygiene requirements

Young Workers

May 3: [Bill S-211](#) requiring employers to take steps to ensure that none of the companies in its supply chain are using forced labour or child labour and giving the government authority to conduct workplace inspections and issue penalties for violations is now through Third Reading.

Action Point: Implement a [new and young workers safety and compliance game plan](#)

New Laws

Apr 20: If it passes, newly tabled [Bill C-330](#) will amend the *Canada Labour Code* to require an employer that's an airport authority or provider of services to such authority that replaces a previous contractor to observe the previous trade union and terms of employment applicable to the previous contractor's employees.

Workplace Violence

May 2: Debate resumed on controversial legislation ([Bill C-21](#)) to strengthen criminal law bans and import controls on handguns and assault rifles and increase penalties, including confiscations of guns, for violations.

Action Point: Use the extensive resources on the OHSI [Workplace Violence Compliance Center](#) to protect your workers from violence and harassment

Workplace Violence

Apr 27: Newly passed [Bill C-233](#) requires judges to consider, before issuing a release order for a person accused of an offence against their intimate partner, to consider whether to require the person wear an electronic monitoring device “in the interests of the safety and security of any person.”

Action Point: Implement an effective [domestic violence prevention and response policy](#) at your workplace

CASES

Drugs & Alcohol: Supreme Court Upholds Quebec Cannabis Criminalization Law

After the federal government decriminalized the possession and cultivation of fewer than 4 cannabis plants for personal use, Quebec adopted its own law criminalizing any possession and cultivation of such plants for personal purposes in a dwelling house. A citizen sued on behalf of all those arrested and prosecuted under the provincial law claiming that it was unconstitutional. The lower Quebec court agreed but the province’s highest court, the Court of Appeal, reversed. The case went all the way to Supreme Court of Canada, which dismissed the appeal and upheld the Court of Appeal’s affirmation of the law’s constitutionality [[Murray-Hall v. Quebec \(Attorney General\)](#), 2023 SCC 10 (CanLII), April 14, 2023].

Action Point: Use the [OHSI Substance Abuse Compliance Game Plan](#) to curb drugs and alcohol at your workplace