

APRIL 2023 MONTH IN REVIEW

Federal

LAWS & ANNOUNCEMENTS

Transportation Safety

Feb 21: With skilled truck drivers in short supply, the Minister of Transport announced that the government will invest up to \$46.3 million to provide training and wage subsidies to recruit, train and onboard up to 1,400 new truck drivers and 1,200 workers in other in-demand trucking sector occupations via the Sectoral Workforce Solutions Program. The project will also develop a national standard for driver training.

Accessibility

Feb 16: Accessibility Standards Canada and the CSA Group published 3 new accessibility standards that they collaborated to create:

- CSA/ASC B651, [Accessible design for the built environment](#)
- CSA/ASC B651.2, [Accessible design for self-service interactive devices including automated banking machines](#)
- CSA/ASC B652, [Accessible dwellings](#).

Action Point: [Find out more](#) about how accessibility requirements affect your OHS program

Privacy

Feb 27: The Treasury Board banned federal government workers from downloading or using the TikTok app on their government-issued mobile devices in the interest of privacy and national security. There have been reports suggesting that the Chinese government has been using the app for espionage and unauthorized collection of

individuals' private information.

Action Point: Find out how [privacy laws affect workplace safety](#)

Workplace Violence

Jan 31: Newly tabled [Bill C-311](#) would amend the *Criminal Code* to make assaulting or causing physical or emotional harm to a woman knowing that she's pregnant aggravated circumstances that judges must consider in sentencing.

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

Environmental

Feb 28: New Treasury [contracting standards](#) require major government suppliers to disclose their greenhouse gas emissions and set reduction targets to do business with the federal government. The new rules take effect on April 1 and apply to federal procurements of over \$25 million. They also impose additional greenhouse gas requirements for certain federal government construction projects.

CASES

PPE: Railway Can't Prove Terminated Signalers Committed a PPE Violation

A railway company fired 2 signalers who were on probation for other safety violations for not wearing required PPE, namely slip-proof safety boots. The union contended that the decision was totally unreasonable. The federal arbitrator agreed and reinstated both workers finding that the company failed to meet its burden of proving that the signalers did anything wrong. The evidence suggested that at the time the alleged violation occurred both workers were actually on standby duty in their vehicle and thus not required to wear slip-proof boots or any other kind of PPE [[United Steelworkers, Local 2004 v Canadian National Railway Company](#), 2023 CanLII 13791 (CA SA), February 27, 2023].

Action Point: How to use [progressive discipline](#) effectively to enforce your workplace health and safety rules