

JUNE 2024 MONTH IN REVIEW

Québec

LAWS & ANNOUNCEMENTS

Young Workers

May 28: From now through August 19, CNESST will deploy a squad of inspectors that, upon an employer's [request](#), will go to the site of a workplace and provide free training and support to prevent injuries to workers who are starting new jobs during the summer. Inspectors will also discuss compliance with labour standards and pay equity laws.

Action Point: Find out how to implement a [new and young workers safety and compliance game plan](#) at your worksite.

Noise Hazards

Jun 17: CNESST launched a new advertising campaign to promote compliance with OHS noise hazard requirements. Under changes that took effect last June, noise exposure levels went from 90 dBA to 85 dBA for 8 hours and exposure to sound levels above 140 dBA are totally banned, regardless of duration.

Action Point: Use the OHSI [noise control and hearing conservation program template](#) to protect your workers from hazardous noise exposure.

Discipline/Work Refusals/Retaliation

May 30: [Bill 53](#), which establishes new legal processes and protections for whistleblower employees who disclose wrongdoing by their companies, including the potential for criminal penalties against employers who engage in illegal reprisals, passed the Québec Assembly and will take effect on November 30.

Action Point: Find out how to discipline employees [without committing reprisals or retaliation](#).

Workers Comp

May 16: CNESST announced that it will keep the Health and Safety Fund of work (FSST) average contribution rate at \$1.48 per \$100 of payroll in 2025. That's the lowest the rate has been since the *Act Respecting Industrial Accidents And Occupational Diseases* took effect in 1985. With capitalization at 120%, the FSST continues to enjoy strong finances.