

MAY 2024 MONTH IN REVIEW

Québec

LAWS & ANNOUNCEMENTS

Discipline/Work Refusals/Retaliation

Apr 10: [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, has been adopted in principle but not yet secured final passage.

Action Point: Find out how to [avoid reprisals liability](#) when disciplining workers for safety violations

Drugs & Alcohol

Apr 24: [Quebec's auto insurance agency paid nearly \\$170 million for alcohol-related accidents from 2018 to 2021](#), according to the opposition party, which is proposing legislation to enforce stricter penalties for lower blood alcohol levels in line with other Canadian provinces.

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

CASES

Workplace Harassment: CNESST Rejects Worker's Psychological Injury Claim

A plant worker diagnosed with adjustment disorder and anxiety filed a workers comp claim for a psychological injury he allegedly suffered as a result of being harassed by his supervisor, citing among other things, the supervisor's authoritarian speaking tone, insistence that he work on breaks and assignment of urgent and "last minute" jobs. CNESST denied the claim. The worker appealed, claimed the

ruling was wrong and unfair. But it was to no avail. The Québec Superior Court concluded that CNESST's determination that the worker didn't suffer a work-related psychological injury was reasonable and refused to overturn it [[Bélanger v. Administrative Labor Tribunal](#), 2024 QCCS 1497 (CanLII), April 29, 2024].

Action Point: Find out how to implement an effective [Workplace Violence and Harassment Compliance Game Plan](#) at your site