



LAWS & ANNOUNCEMENTS

New Laws

Aug 28: To help small and medium-sized enterprises (SMEs) affected by new U.S. tariffs, Québec expanded eligibility for Emergency Assistance Program (PAUPME) Customs Tariffs to SMEs with revenues between \$200,000 and \$2 million. In addition, a new Program rule exempts SMEs in the forestry industry from the requirement to demonstrate profitability for at least one of the last two financial years.

Action Point: Find out about [how tariffs affect your OHS program](#).

Respiratory Protection

Aug 26: The Commission des normes, de l'équité, de la santé et de la sécurité du travail (CNESST) [proposed](#) new OHS respiratory protections for non-infectious bioaerosols, including a ban on the presence of visible mould contamination at various workstations. Deadline to comment: October 10.

Action Point: Find out how to implement a compliant [Respiratory Protection Policy](#) at your workplace.

Lighting

Aug 26: Newly [proposed](#) OHS regulations align lighting requirements for screen work and visual nuisances to address hazards such as glare and strobe effects. The proposal also adjusts Schedule VI of the *OHS Regulation* to include a greater number of tasks or areas of activity and update certain work tasks. Deadline to comment: October 10.

Action Point: Find out [how to comply with OHS emergency lighting requirements](#).

Confined Spaces

Aug 26: CNESST's newly [proposed](#) OHS regulations allow for the use of options other than bleach for the disinfection of confined spaces. Deadline to comment: October 10.

Action Point: Find out how to implement a [Confined Spaces Compliance Game Plan](#) to save lives and prevent OHS penalties.

Transportation Safety

Aug 31: Québec reminded residents to follow the rules for responsible use of off-road vehicles (ORVs). There are an average 50 deaths and 900 hospitalizations related to ORV operation in the province each year. Most common causes: consumption of alcohol or drugs, reckless behavior or inattention, and speeding.

Fire Safety

Aug 18: The Governments of Canada and Québec announced a joint investment of \$22 million over three years through the Canada-Quebec Agreement to Strengthen Community Resilience to Wildfires by Implementing Governance and Wildfire Prevention and Mitigation Projects. The funding will be used to help communities

identify and implement measures to prevent wildfire-related risks, such as managing vegetation and other combustibles near homes and critical infrastructure, strengthening municipal public safety plans and training, and increasing public awareness.

Action Point: Find out how to implement an effective and legally sound [Fire Prevention Compliance Game Plan](#) to prevent fires and explosions at your workplace.

New Laws

Aug 17: Québec signed an agreement with Newfoundland and Labrador establishing a framework for doubling production of electricity at affordable costs. Details: Renewal of the Churchill Falls contract for 51 years; Completion of the Gull Island project, the largest hydroelectric project in North America; and Feasibility studies for a wind farm project and the addition of a power plant near Churchill Falls.

New Laws

Aug 5: The federal First and Last Mile Fund announced a nearly \$5-million investment in the Saguenay–Lac-Saint-Jean region to help advance infrastructure for critical minerals development in Québec. The money will go to First Phosphate's Bégin–Lamarche phosphate mine. Québec accounts for nearly one-fifth of Canada's mineral production.

Environmental

Aug 13: Tenfold increases to *Québec Environment Quality Act* (EQA) minimum fines took effect. The increases cover three offences: Failure to comply with a condition of ministerial authorization (from \$7,500 to \$75,000); Carrying out an activity without ministerial authorization (from \$15,000 to \$150,000); and Release of a contaminant into the environment (from \$30,000 to \$300,000).

CASES

Powered Mobile Equipment: OK to Fire Forklift Operator with Disciplinary Record for Ignoring a Stop Sign

A pork cutting plant fired a veteran forklift operator for deliberately failing to stop at a pedestrian intersection. During the hearing the operator acknowledged that he never makes the stops in question because the plant layout makes them unnecessary. The Québec arbitrator ruled that termination was justified given the seriousness of the offence, the operator's recent 10-day suspension for an OHS offence coupled with a warning that further violations would result in dismissal, and the fact that the violation occurred less than two months after the plant OHS coordinator reminded the operator of the need to stop at every stop sign [[United Food and Commercial Workers International, Local 1991 v. Olymel SEC](#), 2026 CanLII 85987 (QC SAT), August 11, 2026].

Action Point: Find out how to implement a [Powered Mobile Equipment Compliance Game Plan](#) to prevent forklift incidents and injuries at your workplace.

Housekeeping & Sanitation: OK to Fire Brink's Driver for Urinating in Armored Car

Did a Brink's driver deserve to be fired for urinating inside an armored car while on duty? The union said no arguing that the driver did what he did at the end of his shift when his bladder was full and he couldn't leave the car for security reasons. The company countered that he could've left the truck for a while provided that at least one occupant stayed behind. Instead, he relieved himself in the back of the vehicle without cleaning up the mess or telling his co-workers and falsely denying his actions to the investigator appointed to look into the cause of the suspicious smell. The Québec arbitrator ruled the driver's dishonesty and "complete lack of respect for his teammate, his coworkers, and the company" irrevocably destroyed the company's trust and constituted just cause to terminate [[*Unifor, Section Locale 698 c Brink's Canada Limitée*](#), 2026 CanLII 80487 (QC SAT), August 4, 2026].

Action Point: Find out how to implement a legally effective [Housekeeping & Sanitation Policy](#) at your workplace.