

Alberta

LAWS & ANNOUNCEMENTS

Transportation Safety

Mar 27: Switching to the care-first auto insurance system would save Albertans up to \$366 per vehicle each year, according to a newly released Automobile Insurance Rate Board independent report. Under Care-first, residents injured in an auto accident would receive immediate access to medical care, rehab, and income support without having to initiate court action.

Action Point: Find out how far you can go in [disciplining workers for distracted and dangerous driving](#).

Infectious Illness

Mar 19: Alberta Health Service reported outbreaks of measles across communities in the South Zone and North Zone. A standing measles exposure advisory is now in effect in both regions until further notice.

Action Point: Find out how to use the [OHS Insider Infection Exposure Control Plan](#) template to guard against measles, COVID and other potential infectious illness outbreaks at your workplace.

Fire Safety

Mar 5: Alberta launched a new coordinated strategy to reduce wildfire risk across the province. Key elements: Increasing understanding of wildfire risks, strengthening community and Indigenous partnerships, reviewing legislation and policy, pursuing enhanced technology and innovation, integrating wildfire mitigation in landscape planning, and prioritizing hazardous fuels management.

Action Point: With the wildfire season officially underway, it's important to implement a [Wildfire Smoke Protection Game Plan](#) to guard your workers against smoke exposure, both indoors and outdoors.

New Laws

Mar 31: Alberta is getting ready to pass [Bill 21](#), the *Interprovincial Trade Mutual Recognition Act*, allowing goods and services from other mutual recognition provinces to be sold in Alberta as long as they meet the regulatory standards of that province. Thus, for example, Albertans could buy equipment manufactured in Ontario that complies with Ontario regulations even though Alberta's regulations governing that particular type of equipment are different.

Industry Challenges

Mar 31: The Alberta Assembly passed [Bill 15](#) amending the *Police Act* to allow the government to issue a Section 33.97 order to transfer a Crown employee or class of employees to a successor employer. Employees transferred by such an order wouldn't be entitled to severance pay, termination pay, termination notice, pay in lieu of notice, or other compensation, regardless of their rights under common law, the *Employment Standards Code*, or the terms of their employment contract. But

they would have the right to collectively negotiate terms of employment with the successor employer.

Industry Challenges

Mar 26: Third Reading for [Bill 16](#), the *Traveler Protection and Destination Development Act*, authorizing the government to regulate the destination tourism industry and the imposition of destination marketing fees. The Bill doesn't apply to the Alberta tourism levy, which increased from 4% to 6% on April 1.

New Laws

Mar 31: The federal government announced a combined investment of more than \$7 million through the Regional Tariff Response Initiative (RTRI) for five Edmonton-based organizations, including \$3.5 million for the Alberta Chambers of Commerce to support more efficient supply chains for tariff-impacted businesses, starting with the manufacturing and value-added agriculture sectors.

Privacy

Feb 23: The Alberta Office of the Information and Privacy Commissioner (OIPC) joined 61 other data protection authorities from around the globe in publishing a Joint Statement on use of artificial intelligence (AI) to generate realistic images and videos depicting identifiable individuals without their knowledge and consent. Operators of such systems should implement robust safeguards to ensure privacy and transparency, along with a mechanism individuals can use to request the removal of their personal information.

Action Point: Find out about [the 11 ways you can use](#) Artificial Intelligence to improve workplace safety and OHS compliance without trampling on workers' privacy rights.

Privacy

May 1: May 1 is the last day of [public consultations](#) on the Alberta *Personal Information Protection Act*, which establishes limits on how private organizations collect, use, disclose, and protect personal information. PIPA, which took effect in 2004, hasn't been substantially updated since 2010, despite significant changes in technology, data use, and public expectations around privacy.

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

Workplace Violence

Mar 25: Alberta's Budget 2026 earmarks \$4.1 million over three years to expand the bandwidth of its system for electronically monitoring offenders who've been released subject to court-ordered conditions. Offenders are required to wear a GPS tracking device monitored 24-7 by Alberta Correctional Services. Participating victims receive immediate alerts if an offender breaches a court-ordered boundary, enters a restricted area, or comes near their location.

Action Point: Are you doing enough to prevent violence at your workplace? Find out how to perform a [Workplace Violence Compliance Audit](#) to find out.

Environmental

Mar 6: Alberta signed an agreement-in-principle with the federal government

providing for simplified, single review of projects requiring environmental assessment clearance from both governments. Under the new Cooperation Agreement, Alberta will oversee environmental assessment of most projects and consult with Ottawa on projects involving federal works, undertakings, or lands to ensure federal interests are protected and federal standards maintained.

Action Point: Find out more about [federal-provincial one project, one review environmental assessment agreements](#) and how they work.

Environmental

Mar 25: A new agreement-in-principle with Ottawa would allow Alberta to continue regulating methane under its existing system while achieving a 75% reduction from 2014 levels by 2035. Methane emissions in Alberta have already dropped by more than 50% under the made-in-Alberta system and technology. Without an equivalency agreement, both federal and provincial rules would apply in Alberta.

Environmental

Mar 31: After initially saying no, Health Canada's Pest Management Regulatory Agency approved a revised joint Emergency Use Request from Alberta and Saskatchewan for the use of 2% liquid strychnine to support integrated pest management of Richardson's ground squirrels (RGS).

CASES

Material Handling: Casino Fined \$70,000 for Not Securing Loose Lockers to a Wall

A casino worker suffered serious injuries after being struck and pinned by falling lockers. OHS inspectors determined that the casino operator was aware that the lockers weren't secured to a wall. As a result, it was fined \$70,000 after pleading guilty to failing to eliminate or control a hazard that it identified during a hazard assessment [*Cold Lake First Nations Casino Corporation*, [Govt. Press Release](#), March 25, 2026].

Action Point: Falling equipment and materials are a frequent source of serious injury and OHS orders and penalties. Find out how to implement an effective [Materials Stacking Safety & Compliance Gameplan](#) at your workplace.

Workplace Harassment: Employer Workplace Harassment Duties Don't Apply to Severance Negotiations

Severance negotiations with a terminated employee turned nasty and personal with insults and death threats exchanged. The finale was a text from the company that included the line "You suck d*** for a living now, Enjoy." Combined with the non-payment of severance, the employee accused the company of sex harassment. The Alberta Human Rights Tribunal dismissed the claim without a trial. We have no jurisdiction over whether the employee was wrongfully dismissed and entitled to severance, the Tribunal reasoned. And while the company's texts crossed the line for what's acceptable in an employment relationship, they occurred two months after

the employment had already ended [[Werhun v IG Enterprise Ltd.](#), 2026 AHRC 29 (CanLII), March 5, 2026].

Action Point: Although the employer won the case, it might have saved itself a lot of time, money and aggravation by preventing the complaint in the first place. Find out how to implement an effective [Workplace Violence and Harassment Prevention Compliance Game Plan](#) at your site.