

Québec

LAWS & ANNOUNCEMENTS

Airborne Contaminants

Mar 11: New [draft OHS regulations](#) require employers to report health and safety information about specific contaminants and hazardous materials in their workplace to the Commission des normes, de l'équité, de la santé et de la sécurité du travail (CNESST) every three years. The agency would then share that data with other government agencies to advance public safety.

Action Point: Find out how to implement a legally sound [Airborne Contaminant Exposure Control Plan](#) at your workplace.

New Laws

Mar 13: The federal government announced a new temporary immigration measure that will allow eligible workers in Québec to get an employer-specific work permit under the International Mobility Program enabling them to keep working for their current employer for up to 12 more months. The end game: permanent residence in Québec. Thus, the measure is available only to those who've received an invitation from the province to submit a Demande de Selection Permanente (DSP).

Training

Mar 6: Québec put out a first call for proposals from small and medium enterprises interested in government funding for training projects to help workers develop AI skills under the new \$10 million AI Training for Innovative and Agile Businesses program. Submitted projects must be led by eligible collective promoters, such as a sectoral workforce committee, employers' association, or union, and target workers from at least two companies. Deadline [to apply](#): June 1.

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.

Training

Mar 9: The governments of Canada and Québec announced a new Union Training and Innovation Program (UTIP) investment of \$24.7 million over five years to support skills training for apprentices in 18 designated Red Seal trades in the province considered essential to reducing Canada's carbon emissions. The new UTIP initiative will benefit up to 3,750 apprentices and journeypersons in Québec over a five-year period.

Industry Challenges

Apr 2: Québec announced that it's renewing the Mining Research and Innovation Support Program (PARIDM) for three years. PARIDM provides financial support to mining companies for research and development and innovation projects that promote environmentally, economically, and socially sustainable development.

Industry Challenges

Apr 2: New red-tape reduction legislation that abolishes the annual royalty that sawmills in Québec must pay on timber from public forests is now in Committee. [Bill 11](#) also revises the pricing of such timber, which will now be based on a minimum rate that's adjusted monthly according to the average profitability of companies and market conditions. The government plans to phase in the new wood pricing system over a two-year transition period.

New Laws

Mar 13: Québec reported that thanks to hiring freezes, early retirements, overtime restrictions, and other measures, it eliminated 3,106 full time equivalent (FTE) public service positions in the 2025-2026 fiscal year, exceeding its target of 2,000 FTE reductions. As a result, the province is well on its way to reaching its staff reduction target of 4,000 FTEs by March 31, 2027.

CASES

PPE: Union Took Too Long to Grieve Employer's Unilateral Selection of PPE

A paper mill upset the union by selecting the PPE workers must use without consulting it or the workplace joint health and safety committee (JHSC). The union also complained about the PPE selected, including cut-proof gloves that hindered performance of certain tasks like working on touch screens and handling double-sided tape. Wearing gloves also put workers at greater risk of injury on machines, especially those with sharp edges, the union contended. The mill argued that the actions were necessary to standardize its OHS policies in North America. It also noted that it took the union over a year to file the grievance as opposed to the 20 days required by the collective agreement. The Québec arbitrator agreed that the grievance was too late. But it denied the mill's request to penalize the union for abusing the grievance process. The question of whether an employer can unilaterally override the terms of a collective agreement simply to standardize its OHS policies was an important legal issue, the arbitrator explained while also faulting the mill for not putting its own grievance against the union in writing [[Teamsters Québec v Cascades Emballages Carton-Caisse Drummondville](#), 2026 CanLII 16810 (QC SAT), March 4, 2026].

Action Point: Find out about the [rules governing whether employers must pay for the PPE](#) that OHS laws require workers to use.

Drugs & Alcohol: Alcohol Addiction Is No Excuse for Stealing Cash from the Register

Four days after getting fired, a cashier told her employer, Alcoholics Anonymous (AA), that she had an alcohol use disorder disability. The cashier began specialized addiction treatment therapy and AA and the doctors agreed on a gradual return to work plan. Two days into the plan, the cashier admitted to stealing money from the cash drawer. AA terminated her after the investigation confirmed that the cashier had stolen money and a bottle of liquor. Blaming the theft on the cashier's alcohol disorder, the union filed a grievance against AA for failing to accommodate her

disability. Based on the expert medical testimony, the Québec arbitrator concluded that there was no connection between the disability and the misconduct and that AA had just cause to terminate—after all, how can an employer reasonably be expected to trust a cashier who admits to robbing the register [[*Syndicat des employés de magasin et de bureau de la Société des alcools du Québec \(SEMB-CSN\) v Société des alcools du Québec*](#), 2026 CanLII 7377 (QC SAT), January 30, 2026].

Action Point: Although the employer won in this case, alcohol and drug addictions are disabilities for which employers must make “reasonable accommodations” under anti-discrimination laws. Find out how to use the [OHS Insider Substance Abuse Compliance Game Plan](#) to curb drugs and alcohol at your workplace without violating workers’ rights to reasonable accommodations.