

Federal

LAWS & ANNOUNCEMENTS

Training

Apr 10: To enable construction workers to move between jurisdictions without taking safety re-training each time, federal, provincial, and territorial labour ministers agreed to harmonize their Occupational Health and Safety (OHS) curricula for Working at Heights and Mobile Elevating Work Platforms training by January 1. The ministers will reconvene this year to discuss harmonizing OHS Hoisting and Trenching training.

Action Point: Find out how to implement a legally sound [Fall Protection Compliance Game Plan](#) at your site.

New Laws

Apr 20: Ottawa temporarily suspended the federal fuel excise tax on gasoline, diesel, and aviation fuels through Labour Day. This will reduce costs at the gas station by 10 cents per litre on regular gas and four cents on diesel. Heating oil is exempt from the tax and there's no federal excise tax on natural gas or propane.

New Laws

Apr 17: The federal government announced that eligible Canadians will get a one-time GST/HST credit top-up on June 5, 2026. The payment is part of the transition to the more generous Canada Groceries and Essentials Benefit which will replace the GST/HST credit on July 3, 2026. The top-up will be equal to 50% of the GST/HST credit for the 2025-26 benefit year. Quarterly payments under the new Benefit will then increase by 25% over the next five years.

Young Workers

Apr 20: The federal government posted 100,000 Canada Summer Jobs (CSJ) on the Job Bank website and mobile app. The CSJ program offers non-profit employers wage subsidies of up to 100% and public and private sector employers up to 50% of the provincial or territorial minimum wage to hire youth ages 15 to 30 so they can gain summer work experience.

Action Point: Planning to hire students this summer? Find out how to implement a legally sound and effective [New and Young Workers Safety and Compliance Game Plan](#).

New Laws

Apr 7: The federal government announced awards of \$30 million over two years to create 900 employment and skills training opportunities for youth across the country in the natural resource sectors, including energy, forestry, mining, earth sciences, and clean technology. Funding will be delivered through the Science and Technology Internship Program – Green Jobs to 10 organizations. The biggest recipients: Clean Nova Scotia Foundation (\$5.6 million), Environmental Careers

Organization of Canada (located in Calgary) (\$5 million); and Electricity Human Resources Canada (Ottawa) (\$3.08 million).

New Laws

Apr 21: The Canadian government launched a new Domestic Trade Commissioners Network to support domestic trade and provide business opportunities for small and medium-sized enterprises (SMEs). Made up of representatives from each province, territory, and the federal Regional Development Agency (RDA), the new Network will further government efforts to support businesses affected by tariffs.

Privacy

Apr 2: The government launched public review of the *Privacy Act*, adopted in 1983 to require federal institutions to safeguard the confidentiality of the personal information entrusted to them. The Treasury Board, which administers the Act, has [proposed changes](#) to modernize the law for the digital age. Deadline to [comment](#): July 10.

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

Privacy

Apr 17: The Canadian Centre for Cyber Security launched the Critical Infrastructure Resilience and Escalated Threat Navigation (CIREN) initiative to help critical infrastructure organizations understand, prepare for, and practice responding to severe cyber incidents. The goal: Ensure these organizations are capable of maintaining essential energy, telecommunications, transportation, and water services during widespread cyber disruptions and other worst-case scenarios.

Workplace Violence

Apr 28: The Senate passed [Bill C-225](#) amending the *Criminal Code* to create new offences for engaging in intimate partner violence and ban peace officers from releasing persons arrested for an intimate partner offence if they've committed such an offence in the last five years or are at large on a release order for such an offence. The Bill is now working its way through the House.

Action Point: Domestic and intimate partner violence becomes an OHS compliance issue when it happens at the victim's workplace. Bottom Line: Simply having a workplace violence prevention plan isn't enough. You also need to incorporate protections against workplace domestic violence into the plan. Find out how to implement an effective [Workplace Domestic Violence Prevention Plan](#) to protect your own workers.

Workplace Harassment

Apr 14: The House passed and the Senate is now debating [Bill C-9](#) making it a crime to wilfully promote hatred against any identifiable group by displaying certain symbols in a public place or intentionally obstruct or intimidate a person from attending a mosque or other public place of religious worship and repealing the requirement that the Attorney General consent to the prosecution of hate propaganda offences.

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

Environmental

June 5: June 5 is the final day of public consultations on proposed changes to the federal government's [List of pests regulated by Canada](#) (LRP).

Environmental

May 1: Public consultations continue on proposed changes to the list of species protected under the federal *Species At Risk Act* (SARA). This year's changes affect the Butler's Gartersnake, Cupped Fringe Lichen, Macropis Cuckoo Bee, Snowy Owl, and Valley Grasshopper, among others. Deadline [to comment](#): October 14.

Environmental

Apr 22: [Bill S-230](#) requiring the Minister of Agriculture and Agri-Food to develop a national strategy to protect, conserve and enhance the health of soil and furnish regular progress reports on the implementation of the strategy passed the Senate and is through First Reading in the House.

CASES

Infectious Illness: Duty to Accommodate Religion Doesn't Cover Personal Objection to Vaccination

A personal belief that humans are unique and "everyone should have the right to decide what is put into their body" isn't a religion, reasoned a federal court in dismissing a COVID vaccination objector's discrimination lawsuit against the Canadian Armed Forces (CAF) for failing to accommodate his religious beliefs. Protection from religious discrimination doesn't cover personal beliefs, no matter how deeply-held, that aren't connected to a spiritual faith or religion forming a relationship with the divine, the court explained [[Cholewa v. Canada \(Attorney General\)](#), 2026 FCA 73 (CanLII), April 15, 2026].

Action Point: Dealing with vaccine refusals, whether COVID-19, influenza, measles, or any other pathogen is very tricky, even in health-sensitive settings. Find out how to take the right steps if [workers defy your mandatory vaccination policy](#).