



LAWS & ANNOUNCEMENTS

Fall Protection

Aug 10: [Amendments](#) to the *OHS Safety Code* for construction governing personal fall protection during assembly or dismantling of metal structures, including metal bridging work, took effect. Highlights: Requirement to have an engineer's plan meeting CSA Z259.13 and Z259.16 when using flexible continuous anchorage systems, clarified standards for movement limitation system arrest links, and updated lighting level requirements.

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

Transportation Safety

Jul 27: Québec launched a 2026-2029 Action Plan to ensure worker safety on road work construction sites. Key features include more targeted use of road flaggers, acquisition of new photo radar systems, and increased monitoring of safety practices on construction sites. The province will continue to use a uniform method to determine temporary speed limits at road construction sites and conduct regular inspections to ensure that signage remains compliant, visible, and appropriate to ground conditions.

Transportation Safety

Jul 9: Effective today, Ontarians seeking to settle in Québec must pass practical driving tests demonstrating their competence to drive a heavy vehicle to exchange their Class 1 heavy vehicle driver's licence. The requirement applies to all drivers with less than 24 months of Class 1 driving experience. After failing the practical tests twice, they'll have to complete mandatory training. The province has also established a working group to develop a coordinated approach to strengthening road safety requirements for temporary foreign workers driving vehicles.

Fire Safety

Jul 29: Québec initiated a project to modernize its fire safety model around three priority areas: development of a national fire prevention strategy, revision of the *Fire Safety Act*, and redesign of the training ecosystem. The objective is to provide firefighters and fire departments tools to act proactively before a fire breaks out and harmonize training across the province regardless of department size.

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

Jul 1: Newly effective Autorité des marchés financiers (AMF) financial regulations ban automobile, recreational vehicle, and leisure vehicle dealerships in Québec from offering life, health, and job loss insurance for a debtor ("loan insurance") to the

public. replacement insurance. Effective January 1, 2027, dealerships will also no longer be allowed to offer replacement insurance protecting against the rapid depreciation of a new vehicle.

Industry Challenges

Aug 10: Newly effective [amendments](#) to the *Regulation respecting concrete pumps and distribution masts* eliminate the requirement that reports on the examination of load-bearing parts of pump trucks be transmitted to the Commission des normes, de l'équité, de la santé et de la sécurité du travail (CNESST). They also clarify that the prime contractor is responsible for obtaining a copy of the most recent pump truck load-bearing parts examination report before the start of work.

Industry Challenges

Jul 14: The federal government awarded over \$17 million in support to 12 forest sector transformation projects across Québec. The projects include undertakings to develop low-carbon technologies, support Indigenous participation in forest-sector businesses, increase manufacturers' capacity to add value to wood products, and diversify export markets. Québec is home to Canada's largest forest sector, employing nearly 60,000 people.

Industry Challenges

Jul 17: The newly renewed Québec Fisheries Fund agreement provides for \$50 million in combined government support for the province's fisheries and aquaculture industry through March 2031. That's a 25% increase over the previous agreement with the provincial government's contribution share rising from 30% to 40%. Companies will be able to apply for financial assistance under the Fund starting on September 1.

New Laws

Jul 14: Québec and Alberta signed a memorandum of understanding (MOU) to collaborate on the development of AI to modernize government services and improve cybersecurity. While the two provinces have been working together on AI for years, the new MOU provides a framework for collaboration via establishing a joint steering committee made up of two representatives from each province charged with developing a shared work plan.

Action Point: Find out about [the 11 ways you can use](#) Artificial Intelligence to improve workplace safety and OHS compliance.

New Laws

Jul 30: The Government of Canada announced an investment of \$70 million from the Strategic Response Fund to support Volta Energy Solutions Canada Inc.'s \$760.9 million project to upgrade and expand an acquired facility to produce copper foil for battery cells used in electric vehicles and energy storage systems. Expected to create 260 new jobs, the facility will have an anticipated production capacity of 25,000 tonnes of copper foil per year starting in 2027, with plans to scale up to a total of 63,000 tonnes.

Workplace Violence

Jul 17: Under a newly renewed agreement with Ottawa, the federal government will provide \$5.5 million over the next five years to support Québec's efforts to combat domestic violence, sexual violence, homophobia, and transphobia. With another \$200,000 from the province, eight organizations will receive a total of nearly \$5.7 million for operating national or regional helplines serving domestic violence victims.

Action Point: Domestic violence becomes an OHS compliance issue when it happens at the victim's workplace. Find out how to implement an effective [Workplace Domestic Violence Prevention Plan](#) to protect your own workers.

Environmental

Jul 20: A new draft agreement between the federal government and Québec would establish a "one project, one review" approach for environmental assessment of major projects in Quebec. Result: Developers involved in projects raising environmental concerns under federal and provincial laws will have to undergo a single review rather than seek separate approvals from each jurisdiction.

Environmental

Jul 27: In a bid to increase the embarrassment factor of environmental violations, the Québec Ministry of Natural Resources and Forests published the names of individuals and legal entities that violated the *Sustainable Forest Development Act* and regulations in the first six months of 2026. The list of offenders includes 18 infractions for which fines totaling \$22,645 were imposed.

CASES

Drugs & Alcohol: No Duty to Accommodate Safety-Sensitive Worker Who Declines Help

A mobile equipment technician returning from a drug-related disability leave admitted to smoking pot the night before taking his return-to-work drug test. Not surprisingly, he tested positive for cannabis. Two weeks later, he got a second chance but tested positive for benzodiazepines contained in the legally prescribed Atavin medication he told his employer about. The company gave him another week to get rid of the Atavin and come back for a retest. Even though he admitted to using cannabis a few days earlier, the test came back negative and the technician was allowed to return to work that day subject to random testing going forward. Seven months later, he failed a drug test after admitting to consuming cannabis the previous evening. So, the company terminated his employment. The Québec arbitrator upheld the decision. It should have been clear to the company that the technician was struggling with a drug dependency and that reasonable accommodation was in order. While not pursuing full medical evaluation, the company did at least offer him help, noted the arbitrator citing the HR manager's testimony that "I told him that we would be there to support and help him if he needed it" the way it had when the technician first went on disability leave. In that situation, the technician accepted help leading to his successful rehabilitation. But this time he chose not to take advantage of the offer, thinking he could solve his cannabis problem by himself. At that point, the company's duty to accommodate

ended and termination became justified [[*United Steelworkers Local 5778 v. ArcelorMittal Mining Canada*](#), 2026 CanLII 70757 (QC SAT), July 9, 2026].

Action Point: While drug addiction is a disability for which employers must make “reasonable accommodation” under human rights laws, the duty to accommodate ends when workers offered help by their employers to deal with their addictions decline the offer. Use the [*OHS Insider Substance Abuse Compliance Game Plan*](#) to curb drugs and alcohol at your workplace without violating workers’ rights to reasonable accommodations.

Emergency Response: OK to Suspend Firefighter Three Days for Missing Emergency Call

A firefighter on duty during the hours of 5 p.m. and 7 a.m. on the night of a major ice storm decided to go to bed at 1 a.m. As a result, he missed an emergency call and his crew responded without him. For his transgression, the firefighter received a three-day suspension. The union claimed the penalty was unfair especially since there were intervening factors that may have caused the firefighter to miss the call, including cumulative fatigue, the ambient noise caused by the storm, and the possibility that somebody reduced the volume of the loudspeaker in the cot room where he was sleeping. But the Québec arbitrator upheld the suspension as reasonable given the seriousness of the offence, which even the firefighter admitted was “unacceptable” [[*Quebec Firefighters Union, Blainville Local – CUPE-7114 v. Blainville \(City\)*](#), 2026 CanLII 74732 (QC SAT), July 24, 2026].

Workplace Violence: OK to Fire Worker on Last-Chance Agreement for Violent Outburst

An operations clerk admitted to kicking and damaging two filing cabinets but blamed his actions on the stressful conditions inside the crusher cab where he worked and promised never lose his self-control again. What might otherwise have been a satisfactory explanation was, however, unavailing because the clerk had already been suspended 14 days for similar conduct and was allowed to return only after signing a last-chance agreement promising to keep his nose clean for 270 days or face termination. As a result, the Québec arbitrator ruled that the employer had just cause to terminate. The last-chance agreement was clear and fair and the union and clerk understood what they were doing when they signed it [[*Quebec Iron Ore Inc. v. United Steelworkers, Local 9996*](#), 2026 CanLII 53076 (QC SAT), June 1, 2026].

Action Point: The key to this case is that the clerk had a history of violent outbursts and was on a last chance agreement when he erupted again. Find out how to implement an effective [*Workplace Violence and Harassment Prevention and Compliance Game Plan*](#) at your site.