

Québec

LAWS & ANNOUNCEMENTS

New Laws

Mar 4: Québec is firing back at Trump by announcing new penalties of up to 25% on bids from American companies participating in public tenders without having establishments in the province. The measure applies to ministries, government agencies, and establishments in education, health, and social services networks. Municipalities also began imposing penalties in awarding contracts to American companies.

Fall Protection

Apr 6: [New regulations](#) changing OHS fall protection rules at construction sites take effect. Highlights include clarification on the hierarchy of fall protection measures required when installing guardrails isn't possible or appropriate, and updated requirements for safety nets in line with ANSI-ASSE A10.11 and NF EN 1263, parts 1 and 2.

Fall Protection

Apr 6: [Newly effective OHS regulations](#) clarify that prime contractors are responsible for rescuing workers from falls at construction sites and require rescue procedures prioritizing use of personal lifting devices and freeing workers within 15 minutes. There must also be a rescue worker at the site with training to free workers suspended in a net.

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

Electrical Safety

Apr 18: That's the deadline [to comment](#) on draft regulations proposing amendments to [Chapter V, Electricity, of the Construction Code](#) and [Chapter II, Electricity, of the Safety Code](#). Key changes include renewal of amendments currently in force concerning the installation of basic infrastructure for supplying electric vehicle charging equipment (ARVÉ) to individual dwellings equipped with parking areas or carports in buildings with 4 dwellings or fewer, additional requirements for installation of basic infrastructure for supplying Level 2 ARVÉ to all parking spaces in residential buildings with 5 or more units, and a new obligation to include the load of ARVÉs in the load calculation aimed at determining the capacity of the connection and the arteries.

Action Point: Find out how to implement a legally sound [Electrical Safety Compliance Game Plan](#) at your workplace.

Powered Mobile Equipment

Mar 18: CNESST investigators published their [findings](#) on the death of a construction worker driving a protective vehicle equipped with a vehicle-mounted impact attenuator (VP-AIFV), owned by Béton Brunet Itée. While installing traffic control devices on the right shoulder of Highway 20, the driver stopped the vehicle and remained behind the wheel. Moments later, the driver of a semi-trailer truck traveling in the same lane struck the passenger vehicle, causing it to overturn. Investigators concluded

that the planning, execution and control of the work to install the signaling devices was deficient.

Action Point: Implementing an effective [Powered Mobile Equipment Operation Policy](#) like the one on the OHS Insider site can help you prevent such tragedies at your own workplace.

Industry Challenges

Mar 17: With the arrival of the commercial fishing season, CNESST reminded captains and crew members of the importance of jointly identifying risks related to vessel pitching and the movement of cargo and equipment. The agency noted that being struck by an object or getting stuck, or being crushed by equipment or an object cause 38% of accidents on board fishing vessels. Recommendations: Don't overload the ship, keep the center of gravity as low as possible, store and secure cargo and equipment, such as lifting devices, keep the decks clear, stay away from suspended or moving loads, and store cargo in the holds and other places provided for storage.

Training

Mar 13: Québec announced that it will invest \$966,496 to train mining workers in heavy equipment mechanics. Trainees who complete the offered training courses, both theoretical and practical, will receive a certificate of professional studies in mobile mining mechanics and a diploma of professional studies in construction machinery mechanics.

New Laws

Mar 18: [Bill 84](#) proposing to establish a model for integrating immigrants and cultural minorities into Québec society and French language culture continues to work its way through the Assembly. The bill also outlines what's expected of the Québec State and Québécois, especially immigrants.

Environmental

Mar 13: The federal Environmental Damages Fund will invest over \$3 million in 5 projects in urban centres across Québec designed to promote clean and active transportation, including bike lending, bike shares, cargo bikes, training sessions, and awareness campaigns.

Environmental

Mar 17: Québec adopted the Fertilizing Residual Materials Management Code, which will come into force on November 1, 2025. Key provisions include new requirements to regulate perfluoroalkyl and polyfluoroalkyl substances (PFAS), aka forever chemicals, in fertilizing residual materials (FRM). The Code incorporates a PFAS management approach based on several thresholds, taking into account a total of 13 types of substances. It also clarifies the responsibilities of the various stakeholders involved in the FRM recovery chain.

Action Point: Find out about Canada's [strict new requirements for reporting PFAS](#).

CASES

Training: Employer Fined for Assigning Work to Uncertified Carpenter-Joiner

A government official inspecting a residential apartment construction site observed a worker attaching a resilient metal bar to hold protective plastic on a wooden division, using a cordless screwdriver and

screws, a task that falls under the trade of Carpenter-joiner. But the worker's carpenter-joiner competency certificate had been cancelled since August 23, 2023. So, the inspector cited the employer for using the services of a worker who didn't have the required certificate of competence. While acknowledging the violation, the employer argued that the worker had assured her that his competency was up to date and that as a family business, it trusted its workers. Nor had the government notified her that the worker's certificate was expired. But the Québec court nixed the employer's due diligence defence and upheld a fine of \$1,041 [*Director of Criminal and Penal Prosecutions v. Construction Rénovation Ultima inc.*, 2025 QCCQ 658 (CanLII), February 26, 2025].

Action Point: Avoid citations like these by implementing an [OHS Safety Training Records & Documentation Compliance Game Plan](#).

Powered Mobile Equipment: Safety Infraction Justifies Terminating Worker with Disciplinary Record

Did a yard switchman deserve to lose his job for scaring the heck out of 2 coworkers by revving the engine of his yard tractor for no reason? The employer insisted he did, especially since he had already received 2 previous suspensions for incivility and poor judgment. After hearing all of the evidence, the Québec arbitrator found just cause to terminate. The violation was serious, deliberate and aggravated by the fact that the company had previously warned the switchman that he needed to control his emotions on the job after suspending him for 25 days [*CUPE, Local 3535 v. Société des alcools du Québec*, 2025 CanLII 18546 (QC SAT), March 6, 2025].

Action Point: Find out how to use [progressive discipline](#) effectively to enforce your workplace health and safety rules.

Workplace Harassment: Junior Hockey League Wins Latest Round of Abuse Class Action

Last April, a court gave the greenlight for a class action lawsuit against the Québec Major Junior Hockey League on behalf of "all hockey players who were abused while they were minors and playing" in the League since 1969. The court later ordered the League to disclose sets of confidential documents to the plaintiffs. The League appealed and now the province's top court, the Court of Appeal, has nixed the plaintiff's request to dismiss those appeals [*Latulippe v. Canadian Hockey League*, 2025 QCCA 185 (CanLII), February 19, 2025].

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

Material Handling: OK to Lay Off Experienced Crane Operator Due to Lack of Work

A contractor laid off a crane operator who was scheduled to work on a construction site for the entire season due to lack of work. The union thought the lack of work excuse was a pretext, especially since the contractor kept 2 crane operators with less experience and who lived farther away from the site. The Québec arbitrator sided with the contractor. The evidence showed that there really was a lack of work at the site and that the 3 operators the contractor hired were too many for the work. While going with less experienced operators might not sit well with the union, all 3 operators were competent and, legally, the contractor had broad latitude in deciding which to keep and which to let go [*Union of Heavy Machinery Operators, local 791 c Groupe Sema Structures Ferroviaires inc.*, 2025 CanLII 6269 (QC SAT), February 3, 2025].