

Alberta

LAWS & ANNOUNCEMENTS

Emergency Response

Apr 7: To prevent government abuse of emergency powers and protect individual rights, the Alberta Assembly tabled and will likely pass [Bill 49](#) revising the definition of “emergency” activating such powers to make it clear that emergencies are sudden and temporary events, and that the use of emergency powers should only be used for as long as necessary to restore public safety. The Bill also requires the minister responsible for emergencies to consult with the Premier, cabinet, or other elected officials before authorizing emergency orders.

Action Point: Ensure that your company is [properly prepared for workplace emergencies](#).

Confined Spaces

Apr 5: Alberta published a new [bulletin](#) explaining the OHS rules for working in confined and restricted spaces, including the requirement that employers implement a written code of practice for such work.

Action Point: Use the [OHS Insider Confined Spaces Compliance Game Plan](#) to avoid confined space fatalities and violations.

Transportation Safety

Mar 24: Newly tabled [Bill 47](#) would establish a so-called care-first automobile insurance system providing income support and retirement benefits to residents who can’t work due to injuries they suffer in vehicle collisions. The legislation also provides for a permanent impairment benefit for Albertans who are permanently injured from the accident, and a death benefit for those who die in a collision. Individuals could also sue for out-of-pocket expenses beyond the amount provided under the insurance policy.

Transportation Safety

Apr 1: Effective today, government use of photo radar for traffic enforcement is banned on numbered provincial highways and connectors and may be used in school, playground, and construction zones. In addition, use of intersection safety devices is now limited to red light enforcement, effectively ending the “speed-on-

green” ticketing function. “We have officially killed the photo radar cash cow and the revenue-generating ‘fishing holes’ that made Alberta the biggest user of photo radar in Canada,” the government noted.

Training

Apr 1: Effective today, drivers must complete Class 1 driver’s licence training through the new made-in-Alberta Class 1 Learning Pathway, which includes up to 133 hours of instruction, including air brake training, as opposed to the previous 113-hour Mandatory Entry Level Training Program. Enhanced in-cab training will also provide more hands-on experience and practical, competency-based learning.

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

New Laws

Mar 27: The government issued a temporary ministerial regulation enabling Alberta-based Canadian Armed Forces reserve members to take reservist leave from their jobs, effective March 31 and expiring on August 31.

New Laws

Apr 1: Alberta launched a new [payment model for primary care doctors](#). Developed in partnership with the Alberta Medical Association, the model introduces new incentives include pay increases for doctors who maintain high patient panel numbers (minimum of 500 patients), provide after-hours care, work in integrated teams, and achieve efficiencies in clinical operations.

Industry Challenges

Mar 18: The Alberta Assembly tabled [Bill 44](#) to promote growth and diversification of agriculture and support the emerging biogas industry. Among other things, the legislation would allow farmers to supplement fertilizer with organic materials and establish new rules for the storage and use of biogas production byproducts as a nutrient source to grow crops.

Environmental

Apr 7: To crack down on scrap metal theft, Alberta tabled amendments to the *Scrap Metal Dealers and Recyclers Identification Act* and regulation changes requiring businesses to report the dollar value of the sale, type of, and per-ounce price of the metal purchased, and, in the case of catalytic converters, the vehicle identification number and/or proof of ownership to be recorded to a database accessible to law enforcement. [Bill 49](#) would also allow officers to issue tickets rather than a court summons and streamline the administration of justice for certain minor offences.

Environmental

Apr 3: Alberta led Canada in recycling with the highest beverage container return rate in 2024. Albertans returned more than 2 billion cans, bottles, and other containers, or 85% of all non-refillable beverage containers, well above the national

average of 76%. Saskatchewan had an 84% return rate and BC a rate of 83%. Ontario's rate was 75% and Québec's 68%.

CASES

Material Handling: 3 Companies Fined \$1.2 Million for Crane Fatality

Alberta fined 3 companies a total of \$1.243 million for OHS violations leading to the death of a heavy equipment technician who fell after being hit by a piece of equipment suspended from a crane while conducting shovel maintenance duties. Suncor Energy Services Inc. was fined \$495,000 after pleading guilty to failing to ensure that sharp edges on loads being hoisted were guarded to prevent damage to the rigging. Mining equipment company Joy Global was fined \$374,000 for failing to ensure the worker's health and safety. NCSG Crane & Heavy Haul Services Ltd. was also fined \$374,000 for failing to ensure a hazard assessment was repeated when a new work process was introduced [*Suncor Energy Services Inc., Joy Global (Canada) Ltd., and NCSG Crane & Heavy Haul Services Ltd.*, [Govt. Press Release](#), March 28, 2025].

Action Point: Use the OHS Insider [Cranes/Hoists/Lifting Device Compliance Game Plan](#) to prevent crane fatalities and 6-figure fines for crane violations at your own workplace.

Reprisal: Worker Can't Prove She Was Fired for Complaining About Bullying

A Production Accountant claimed that her oil company client terminated her contract right after she had expressed concern about being excluded from an intra-company NFL Fantasy league. The OHS investigator concluded that there was no causal connection between the accountant's bullying by exclusion complaint and her termination and rejected the discriminatory action claim. The accountant appealed but the Alberta Labour Relations Board found the investigator's determination to be reasonable and refused to overturn it. The Board also rejected the accountant's subsequent request to reconsider the appeal decision [*Little v Rolling Hills Energy Ltd.*, 2025 ABOHSAB 8, April 2, 2025].

Action Point: Use the OHSI [assessment questionnaire template](#) to uncover potential bullying problems at your workplace.

Hot Work: OK to Terminate for Serious Welding Infraction Even Though It's a First Offence

An experienced maintenance worker assigned to serve as "fire watch" for welding operations went on break approximately 2 minutes after the work was completed. Three minutes later a fire started and grew rapidly causing major damage to equipment. It could have been much worse had a coworker in the area not smelled the smoke and contained the fire with a hose. Although this was his first safety offence in 4+ years, the fire watch was fired for abandoning his post and the union grieved. The Alberta arbitrator ruled that the employer had just cause to terminate given the seriousness of the safety violation and the fact that it was deliberate. In

addition, the worker had a previous pattern of deciding when it was okay to take breaks based on what the fire looked and smelled like rather than following the company's 30-minute waiting period rule [[*United Food and Commercial Workers Union, Local 401 v JBS Food Canada ULC*](#), 2025 CanLII 21652 (AB GAA), March 17, 2025].

Action Point: Find out how to implement a legally sound and effective [Hot Work and Welding Compliance Game Plan at](#) your workplace.