

Federal

LAWS & ANNOUNCEMENTS

JHSCs

Mar 26: [Changes](#) to the OHS *Policy Committee Regulations* require the JHSC employer co-chair to provide a copy of the committee's annual activities report to the employer as soon as feasible after it's submitted. The employer must then post the report where it posts required information about the JHSC and keep it posted for 2 months.

Action Point: Find out how to implement a [Game Plan](#) to ensure compliance with the JHSC requirements of your province.

Airborne Contaminants

Mar 26: Part 10 of the *Canada Occupational Health and Safety Regulations* requires employers to keep certain documents pertaining to hazardous substances "readily accessible" to the JHSC, workers, and government inspectors. Effective today, the definition of "readily available" has been changed to "present and easily accessible at the workplace at all times."

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

Fire Safety

Mar 26: [Revised](#) Section 10.20(2) of the *COHS Regs.* specifies that where a source of ignition may ignite an airborne chemical agent or combination of agents in the workplace, its concentration may not exceed 10% of the lower explosive limit of the agent or combination of agents.

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.

First Aid

Mar 26: [Revised](#) Section 16.2(1) of the *COHS Regs* clarifies that employers must establish and keep up-to-date written instructions that provide for the prompt

rendering of first aid to an employee for any injury or illness, *including an occupational illness* (emphasis added). The same modification applies to the first aid information employers must post in the workplace under Section 16.6(1)(a).

Action Point: Find out how to implement an effective [First Aid Compliance Game Plan](#).

New Laws

Apr 11: Effective today, foreign nationals, including Canadians who travel to the U.S. for personal or business trips lasting 30 days or longer must [register](#) with U.S. Citizenship and Immigration Services. Failure to comply may result in severe fines, penalties, and criminal prosecution. While the registration affects all Canadians that come to the U.S. for extended visits, it will likely have the biggest impact on business travelers, including executives, employees, consultants, and remote workers.

New Laws

Mar 22: The federal government took new measures to support parts of the agriculture sector affected by China's decision to impose 100% tariffs on canola oil, canola meal, and peas, and 25% tariffs on pork, fish, and seafood products. The federal government announced new support for the agricultural sector via the program, including increasing the AgriStability program compensation rate from 80% to 90% and doubling the 2025 payment cap to \$6 million. To get money to producers faster, Ottawa is also giving provincial and territorial governments the option to enter into agreements to issue interim payments at a higher payment rate and initiate Targeted Advance Payments in case of tariffs.

Training

Mar 21: The federal [Fighting and Managing Wildfires in a Changing Climate Program \(FMWCC\) – Training Fund](#) will invest \$16.3 million over the next 3 years in 25 projects providing wildland firefighting training in remote, rural and Indigenous communities across the country. The idea is to bolster local wildfire response capabilities.

Action Point: Find out how to implement a [Wildfire Smoke Protection Game Plan](#) at your outdoor workplace.

Training

Mar 21: The federal government announced that it's adding 40,000 student learning opportunities via the Student Work Placement Program which provides funding to organizations that offer work placements and innovative work-integrated learning opportunities—both in-person and virtual—to post-secondary students across Canada. SWPP opportunities may include co-ops, internships, and other work placements.

Privacy

Mar 3: The Canadian Privacy Commissioner is asking a Federal Court to issue an

order requiring Aylo, the operator of Montreal-based Pornhub, to comply with privacy laws. The lawsuit comes after an Office of the Privacy Commissioner of Canada [investigation](#) found significant problems with Aylo's privacy practices that allow for highly sensitive and intimate content to be posted online without individuals' knowledge or permission.

Environmental

Mar 14: The new Prime Minister revoked the federal consumption-based carbon tax fuel charge. Effective April 1, companies don't have to file Fuel Charge returns or register as a distributor, emitter, importer, user, combustible waste user, air carrier, marine carrier, rail carrier, or road carrier. Registrations under the *Greenhouse Gas Pollution Pricing Act* will be cancelled on November 1.

CASES

Immigration: Landscaper Fined \$400,000 for Illegally Employing Foreign Workers

The Canada Border Services Agency fined a landscaping business \$400,000 for 20 counts of employing a foreign national without authorizations. The investigation began in 2019 when the Ontario Provincial Police investigated one of the foreign nationals for impaired driving. Investigators discovered a network of unauthorized workers spanning multiple jurisdictions across southern and eastern Ontario and the Greater Toronto Area involving over 700 foreign nationals employed without authorization to work in Canada. Two other firms were fined \$25,000 apiece after pleading guilty to 2 charges [*CDA Landscape Services*, [Govt. Press Release](#), April 4, 2025].

Environmental: Government Unfairly Cut Eel Fishing Companies' Licensing Quotas

Elver fishery licence holders sued to challenge the federal government's decision to reduce their Individual Quota for 8 of the 9 Maritimes Region without financial compensation for the second consecutive year. The federal court allowed the lawsuit to go forward after finding that the government's decision was procedurally unfair. While rejecting the claim of bias, the court faulted the government for failing to consult the licence holders and needlessly delaying the review process [[Shelburne Elver Limited v. Canada \(Attorney General\)](#), 2025 FC 566 (CanLII), March 28, 2025].