

Alberta

LAWS & ANNOUNCEMENTS

Noise Hazards

Jun 3: The Alberta WCB revised [Policy 03-01](#), Part II, Application 5 (Hearing Loss) to clarify how hearing loss is diagnosed, the different types of hearing loss, including tinnitus, covered by workers' comp, and how the agency decides how each of these types of hearing loss is compensable.

Action Point: Use the OHSI [noise control and hearing conservation program template](#) to protect your workers from hazardous noise exposure.

First Aid

May 15: Alberta OHS published a new [bulletin](#) providing an overview of the workplace first aid requirements under Part 11 of the *OHS Code* and what prime contractors, employers and workers must do to comply with them.

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

Industry Challenges

May 15: [Bill 44](#) to promote growth and diversification of agriculture and support the emerging biogas industry received Royal Assent. Among other things, the legislation allows Alberta 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.

Industry Challenges

Jun 5: In the interest of cutting red tape, Alberta Transportation signed a new agreement that allows oilfield service rig convoys to bypass certain Vehicle Inspection Stations. Previously, convoys had to stop every Station they passed while moving from site to site for well servicing.

Transportation Safety

May 15: Royal Assent for legislation ([Bill 47](#)) establishing 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 is still in Committee. 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

May 16: From now through Sept. 1, Alberta fish and wildlife officers will patrol lakes and rivers in and around Spruce Grove, Wetaskiwin, Ponoka, Camrose and Red Deer and perform breathalyzer tests on boat operators they have reasonable cause to believe have consumed alcohol. Operators found to be impaired will be arrested and could face criminal charges.

Action Point: Like boaters and drivers, workers who come to work impaired pose significant hazards, especially when they perform safety-sensitive jobs. Use the [OHS Insider Substance Abuse Compliance Game Plan](#) to curb drugs and alcohol at your workplace.

Emergency Response

May 15: Adult Alberta residents who are evacuated for 7 days or more due to wildfire, flood or other natural disaster may apply for a one-time payment of \$1,250 and \$500 for each dependent child under the age of 18 to help pay for temporary accommodations, food, and other necessities resulting from being away from their homes. Evacuees will be able to apply for 60 days from the date of the evacuation order.

Fire Safety

May 23: Alberta announced that it will invest nearly \$7 million to fund the creation of 6 new local wildfire fighting teams in local communities at high risk of wildfire, bringing the total of teams in the province to 24. The new funding will go to the Towns of Strathmore, Hinton and Slave Lake, Lac La Biche County, the Kee Tas Kee Now Tribal Council and the Kananaskis Improvement District.

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.

Training

May 26: Alberta is investing over \$17 million in employment support for youth. The money will be used to expand in-person and virtual employment services for youth, such as job coaching, resume development, interview practice, job search strategies, workshops, and job placements.

Workplace Violence

Jun 24: That's the deadline for organizations [to apply](#) for Taking Action on Family Violence Grants to finance the delivery of services to support families affected by family violence. The new 2025 Alberta Budget earmarks over \$88 million for family and sexual violence prevention and support, including women's shelters and sexual assault centres.

Action Point: Find out how to implement an effective [domestic violence prevention and response policy](#) at your workplace.

Environmental

May 15: Royal Assent for amendments to the *Scrap Metal Dealers and Recyclers Identification Act* designed to crack down on scrap metal theft by 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 are working their way through the Alberta Assembly. [Bill 49](#) also allows officers to issue tickets rather than a court summons.

Environmental

May 12: In response to U.S. tariffs, Alberta is freezing the industrial carbon price at the current rate of \$95 per tonne of emissions. Alberta's industrial carbon pricing and emissions trading system, aka, the TIER system, which has been in place since 2007, sets an industrial price for carbon dioxide equivalent (CO2e) emissions produced by regulated facilities.

Environmental

May 20: Alberta launched a new government Sand and Gravel Task Force charged with recommending ways to cut red tape by streamlining regulations governing sand and gravel pits located on private lands and speeding up project approval timelines without compromising environmental protections. The Task Force is scheduled to submit its recommendations within 6 months.

Environmental

Jun 1: Anyone travelling with a boat, jet ski, kayak or other watercraft across Alberta's southern or eastern borders will now have to undergo government inspection for invasive zebra and quagga mussels. Alberta is the first province in Canada to mandate such inspections for these species that destroy shorelines and ecosystems.

CASES

Privacy: OK to Use Security Camera Footage to Discipline Worker

A union local fired a maintenance worker for time theft based on parking lot security camera footage showing him repeatedly leaving work early without permission. The union grieved, claiming that using security camera footage for disciplinary purposes violated the worker's PIPA privacy rights. While acknowledging that the worker knew about the camera because of the clearly posted warning signs in the parking lot, the union argued that his consent to be filmed was limited to security purposes. That's what the warning signs stated and the local had no written policy governing its use of the footage. But the Alberta arbitrator noted that under PIPA, employers don't need consent to use employees' protected information for an "investigation." Although management first discovered the worker's early exit inadvertently while reviewing the footage for an unrelated matter, it was "reasonable" to continue the inquiry to determine if this was an isolated incident or part of a larger pattern, the arbitrator reasoned. Result: It could use the footage as evidence of just cause to terminate [[CUPE, Local 37 v Unifor Local 191](#), 2025 CanLII 49878 (AB GAA), May 22, 2025].

Action Point: Although it ultimately won the case, the employer in this case might have prevented the dispute altogether by implementing a [video surveillance policy](#) that explained its use of the parking lot security cameras and provided safeguards for workers' privacy.