

# Federal

## LAWS & ANNOUNCEMENTS

### Environmental

May 27: The federal government is phasing out the carbon tax on fuel. Phase 1 took effect in April with partial retroactive repeal of the tax legislation. The rebate provisions will be repealed in October, and the registration rules will be repealed during Phase 3 in November. All remaining provisions will be repealed during Phase 4 in April 2035.

### Environmental

Jun 5: The federal Competition Bureau officially finalized the [Guidelines](#) for companies to follow to [avoid liability under the strict new greenwashing laws](#) that took effect last June targeting businesses that make false environmental claims about their companies or products.

**Action Point:** Find out more about the new [federal greenwashing laws and how to comply with them](#) when making environmental claims in your own product marketing.

### New Laws

Jun 6: Major legislation to ease interprovincial trade and labour mobility passed First Reading. Under [Bill C-5](#), aka, *One Canadian Economy Act*, goods or services will be deemed to satisfy federal internal trade requirements as long as they meet comparable provincial or territorial rules. This will make it easier to buy, sell, and transport goods and services across the country. The Bill also provides a framework for recognizing professional licenses and certifications so that workers authorized to work in a province or territory will be able to practice in the federal jurisdiction.

### New Laws

Jun 6: Newly tabled [Bill C-5](#) would cut red tape by allowing rapid government approval of major projects that: i. strengthen Canadian autonomy, resilience, and security; ii. provide Canadians economic or other benefits; iii. have a high likelihood of success; iv. advance the interests of Indigenous Peoples; and v. further clean growth and Canada's climate change objectives.

### Emergency Response

Jun 4: Newly tabled [Bill C-204](#) increases the income tax credit for volunteer firefighting and search and rescue volunteer services from \$6,000 to \$10,000. It also expands the definition of "eligible volunteer firefighting services" that qualify for the credit.

**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

Jun 5: The House of Commons tabled [Bill C-3](#) provides for Canadian citizenship by descent by making all persons who were born outside the country citizens of Canada if one of their parents was a citizen before the law takes effect. Going forward, citizenship by descent beyond the first generation would also be allowed for a Canadian parent who's been physically present in the country for at least 1,095 cumulative days (i.e., 3 years) before their child's birth or adoption.

### **New Laws**

Jun 3: Newly tabled [Bill C-2](#) proposes to beef up border security by giving federal law enforcement and border security personnel new powers to combat transnational organized crime, stop the flow of illegal fentanyl and crack down on money laundering.

### **New Laws**

May 27: The federal government will soon propose a middle-class income tax cut bill that would reduce the lowest marginal personal income tax rate from 15% to 14%, effective July 1, 2025. The reduced rate will apply to the first \$57,375 in taxable income earned, regardless of the individual's total income for the year.

### **Young Workers**

Jun 6: The federal government says it will create up to 6,000 more Canada Summer Jobs opportunities for youth, bringing the Summer 2025 CSJ jobs total to a record high of 76,000.

**Action Point:** Taking on students for the summer? Find out how to protect [young and other vulnerable workers](#).

### **Accessibility**

May 29: Accessibility Standards Canada published a revised version of its standard for accessibility in employment. Among other things, [CAN/ASC-1.1:2024 \(REV-2025\)-Employment](#) includes new requirements for fostering inclusive, respectful, and positive workplace cultures, ensuring pay equity, and developing accessibility support systems to meet the individual needs of disabled employees.

**Action Point:** Find out how accessibility laws affect your OHS program and how to [ensure your workplace emergency response plan accounts for the disabled](#).

### **Privacy**

May 12: The Privacy Commissioner of Canada launched an exploratory consultation asking for public feedback on [whether there should be a separate privacy code](#) to protect the personal information of children in the digital world. Deadline [to comment](#): August 5.

**Action Point:** Find out how [privacy laws affect workplace safety](#).

### **Drugs & Alcohol**

May 28: The Senate tabled [Bill S-202](#) that would require sellers to label packages of beverage products that contain 1.1% or more alcohol by volume listing information about how potent the drink is. Another newly tabled bill, [Bill S-203](#), imposes new restrictions on marketing alcoholic beverages to young people, including a ban on using real or fictional animals to promote the product.

**Action Point:** Find out how to use the [OHS Insider Substance Abuse Compliance Game Plan](#) to curb drugs and alcohol at your workplace.

## **CASES**

### **JHSCs: Not Letting JHSC Participate in Ship Inspections Violates OHS Laws**

A shipping terminal foreman complained that a BC stevedore company was conducting inspections of vessels without allowing worker members of the JHSC to participate as required by federal OHS laws. The government investigator concluded that the complaint was true and ordered the company to correct the violation. The Industrial Labour Relations Board upheld the order, and the case went to a federal court which rejected the appeal. The company's occasional refusals to let worker members take part in vessel inspections violated Section 135(7)(e) of the *Canada Labour Code* giving workplace committees the right to "participate in all of the inquiries, investigations, studies and inspections pertaining to the health and safety of employees" in parts of the workplace under the employer's "control." While the company didn't have total control over the vessels, it did have enough control to inspect them which in this situation was enough to trigger the JHSC's Section 135(7)(e) right to participate [[GCT Canada Limited Partnership v. International Longshore and Warehouse Union Ship and Dock Foremen, Local 514](#), 2025 FCA 100 (CanLII), May 22, 2025].

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

### **Workplace Harassment: Loss of Income Not Required to Prove Discrimination**

The Canadian Border Services Agency reassigned a veteran Border Services Officer to a nonenforcement position based on medical testing suggesting that he wasn't physically fit to undergo the rigorous training required to exercise firearm duties. The Officer accused the Agency of disability discrimination and harassment, but the labour board rejected the grievance. Even if there was discrimination, there was no real harm since the Officer was allowed to keep working at the Agency at the same pay, the board reasoned. The Officer appealed and his persistence paid off when the federal court reversed the board's ruling as unreasonable. Exclusion on the basis of disability is illegal discrimination even if the victim doesn't suffer humiliation or loss of income, the court explained in awarding the Officer \$3,500 in legal costs and damages for pain and suffering in an amount for the board to determine [[Matos v. Canada \(Attorney General\)](#), 2025 FCA 109 (CanLII), June 2, 2025].