

# Québec

## LAWS & ANNOUNCEMENTS

### PPE

Jul 10: CNEST is [advising](#) firefighters **not to wear** the firefighting bunker suit during water rescues and interventions on or in the water based on the results of recent experimental tests demonstrating that the equipment floats for only a few minutes before becoming waterlogged and heavy, exposing workers to risk of drowning.

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

### Training

Jul 8: Under [new regulations](#) taking effect in December, there will be 2 ways to obtain a Class 1 driver's license in Québec: i. complete a driving course - Class 1 (new) given by a training provider recognized by the Société de l'assurance automobile du Québec (SAAQ); or ii. obtain a vocational studies diploma in Truck Transport.

The SAAQ established a process for recognizing training providers who are qualified to deliver the new mandatory training.

### Industry Challenges

Jul 4: The Canadian Food Inspection Agency (CFIA) confirmed that the aquatic animal diseases multinucleate sphere unknown (MSX) and Dermo (aka Perkinsosis) were detected in oyster samples collected in Chaleur Bay. Although not threatening to humans, MSX and Dermo can cause increased oyster mortality and decreased growth rates. These are the first confirmed cases of MSX and Dermo in Québec.

### Industry Challenges

Jun 4: A new Commission des droits de la personne et des droits de la jeunesse (Human Rights and Youth Rights Commission) [report](#) finds that women are still facing serious obstacles in the construction industry and that 96% of the construction workforce is male. Although increasing numbers of women are choosing careers in the industry, their dropout rate is significantly higher than that of men.

**Action Point:** Find out why [standard PPE leaves women workers exposed to injury risk](#) and how to implement a strategy for ensuring that the PPE you select is suitable.

### Environmental

Jul 3: In response to U.S. tariffs and changes to the automotive market, Québec began consultations with the auto industry to explore the possibility of revising the zero-emission vehicle standard targets for new Plug-in hybrids based on their kilometers of range.

## CASES

### **Discipline/Work Refusal/Retaliation: Unqualified Forklift Driver Can't Blame Company for His Firing**

The teamsters union claimed that a warehouse company set up a worker to fail by transferring him to a more demanding forklift operator position in the steel department and then firing him because he lacked the necessary skills to do the job effectively. The company argued that it had to get the worker out of the department where he was recently involved in a nasty incident with a coworker and that there weren't many positions with equivalent job responsibilities and pay available. We didn't realize he couldn't do the job until after the transfer. The Québec arbitrator upheld the termination and dismissed the grievance. Although the worker could operate the forklift, he dropped pallets, spilled products, backed into equipment and damaged merchandise, all of which caused hours of lost time. The company pointed out his problems, gave him ample time and opportunity to correct them and warned that termination would be in the cards if he didn't, the arbitrator added [[Teamsters Québec, local 106 c Immeubles RB Ltée \(Distribution Center\)](#), 2025 CanLII 68147 (QC SAT), July 11, 2025].

### **Workplace Violence: Physical Assault of Coworker Is Just Cause to Terminate**

Based on the testimony of 6 witnesses and video footage, the Québec arbitrator concluded that a departing chemical plant night-shift worker did indeed physically assault and threaten an arriving day-shift colleague and that the company had just cause to fire him. Although the attack wasn't premeditated, there were aggravating factors like the night-shifter's lack of remorse, refusal to apologize, and unwillingness to acknowledge responsibility for his actions—all of which increased the risks of his engaging in future violence [[Teamsters Quebec Local 1999 v. Delmar Chemical Products Inc.](#), 2025 CanLII 55586 (QC SAT), June 10, 2025].

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