

Federal

LAWS & ANNOUNCEMENTS

Emergency Response

Jul 2: Canadian citizens and permanent residents can apply for free replacements of passports, citizenship certificates, permanent resident cards, or other Canadian travel documents that got lost, damaged, or made inaccessible by the wildfires. Those who paid fees for replacements on or after April 1, 2025 can apply for refunds. International students, temporary foreign workers, and other temporary residents directly affected by wildfires can replace their status documents and apply to restore or extend their status in Canada, or renew their work or study permit free of charge. The government is also waiving the rule requiring temporary residents who lose their status to apply for restoration within 90 days for those impacted by wildfires. These measures don't apply to employer-specific work permit holders seeking to transition to an open work permit.

Emergency Response

Jun 11: From now through November 30, 2025, the federal government is waiving the usual application and biometric fees for foreign emergency services personnel who are coming to Canada to help fight wildfires. Approximately 792 foreign emergency services personnel came to Canada to help fight wildfires in 2024.

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 26: Under newly passed [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 creates a framework for recognizing professional licenses and certifications that will make it easier for workers authorized to work in a province or territory to ply their trade in the federal jurisdiction.

New Laws

Jun 29: As part of its ongoing trade negotiations with the U.S., the federal government announced that it would be willing to rescind the Digital Service Tax it began imposing in 2020 on large technology companies operating in Canada that don't otherwise pay tax on revenues generated from Canadians. Recission of the DST is contingent on the sides' reaching agreement on a wider trade deal.

New Laws

Jun 27: To support the domestic steel industry, the federal government implemented new temporary tariff rate quotas (TRQs) on steel mill products

imported into Canada from non-free trade agreement partners. The TRQs, set at 2.6 million tonnes, will result in the imposition of a 50% surtax on steel imports above 2024 levels from non-FTA partners. Ottawa will review the measure in 30 days. It may also take additional tariff measures over the coming weeks based on “country of melt and pour” for steel and “country of smelt and cast” for aluminum.

New Laws

Jun 30: In continuing response to U.S. tariffs, Ottawa implemented new government contracting policies limiting access to federal procurements to suppliers from Canada and trading partners that provide reciprocal access to suppliers from Canada through trade agreements.

New Laws

Jul 9: Taking a page from the Ontario and Alberta playbook, the Treasury Board launched a new Red Tape review initiative aimed at identifying and cutting burdensome regulations across all federal government departments and agencies. We'll let you know about any OHS, workers' comp, and other health and safety laws that become targeted for elimination.

Workplace Harassment

Jun 12: The Senate tabled [Bill S-232](#) to require federal officials who make grants and contributions to take measures to ensure that public money isn't used to pay for settlements of workplace harassment, violence, or discrimination claims that include a non-disclosure agreement as part of the settlement.

Privacy

Jun 19: Newly tabled legislation, [Bill C-216](#), creates a new digital privacy code for children requiring owners and operators of platforms such as online services or applications to ensure that minors' personal data isn't used in a way that could compromise their privacy, health, or wellbeing. The Bill also makes it a criminal offence to publish the software-created or edited image of a person that falsely represents the person as being nude or engaged in explicit sexual activity, à la the notorious fake Taylor Swift Internet pornography tapes.

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

Drugs & Alcohol

Jun 12: Second Reading for [Bill S-202](#) requiring 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 proposed 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.

Environmental

Jul 3: The federal government will propose legislation to ensure that all Canada Carbon Rebates for Small Business are tax-free. Specifically, payments received by corporations for the 2019-20 to 2023-24 fuel charge years won't be included in

income for tax purposes. The final payment to be made for the 2024-25 fuel charge year will also be tax-free.

Environmental

Jun 10: The Senate tabled [Bill S-230](#) requiring the Minister of Agriculture and Agri-Food to develop a national strategy to protect, conserve, and enhance the health of soil and furnish regular progress reports on the implementation of the strategy.

Environmental

Jun 18: First Reading for [Bill C-215](#) proposing to amend the *Marine Liability Act* to provide for the development and implementation of a national strategy to address pollution caused by shipping container spills.

CASES

Workplace Harassment: OK to Use Old Disciplinary Records to Justify Penalties for New Violations

The union filed a grievance challenging the suspension and ultimate termination of a maintenance foreman for repeated violations of the company's workplace harassment and disrespectful conduct policy. **The question:** Could the employer use disciplinary records for incidents that occurred more than 3 years ago? No, insisted the union, citing "sunset" language in the collective agreement banning the parties and arbitrators from considering "offences which predate by three (3) years or more the date of the current offence" in determining penalties. But the federal arbitrator brushed the union's objections aside and admitted the records. Although designed to give employees with a disciplinary record a fresh start after 3 years, the language of this clause was qualified and limited. It said merely that arbitrators couldn't consider disciplinary records that were over 3-years-old for determining penalties. That left the door open for using the records as evidence that the foreman was fully aware of the harassment and respectful conduct policies and deserved the punishment he got [[PKM Canada Services Inc. v International Longshore and Warehouse Union, Local 514](#), 2025 CanLII 62504 (CA LA), June 24, 2025].

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

Return To Work: Employer Must Pay \$60,000 for Passive Resistance to Injured Worker's Return

After missing several months with a torn meniscus in his knee, a truck driver got a medical certificate supporting a gradual return to work over 5 weeks starting at the end of April. But the company wouldn't let him return because 2 health professionals described the injury as "degenerative." It also suggested that he get surgery to reduce the risks of reinjury. After 6 months of doing nothing, the company finally began the process of actually having the driver assessed. The federal arbitrator upheld the union's grievance against the company. "If an employer wants to refuse a return to work after receiving a valid medical certificate, it must react. It cannot remain passive" and simply wait for the employee to provide

additional material justifying his return. Result: The company had to pay the driver over \$57,000 for lost benefits and \$2,500 for moral damages [[Teamsters Québec Local 106 c Midland Transport Limitée](#), 2025 CanLII 56190 (CA SA), June 6, 2025].

Action Point: Find out how to implement a legally sound [Return to Work Compliance Game Plan](#) for injured workers.