



LAWS & ANNOUNCEMENTS

Fall Protection

Oct 1: [New requirements](#) for lifting devices at construction sites took effect.

Highlights: i. Restrictions on using lifting devices as an anchorage point to prevent falls; ii. Requirement that mobile personnel platforms and mast platforms meet CSA standards; iii. Updates to the versions of CSA standards that apply to aerial work platforms, construction lifts, material hoists and auger cranes.

Action Point: Use the OHS Insider [Cranes/Hoists/Lifting Device Compliance Game Plan](#) to prevent crane violations at your workplace.

JHSCs

Oct 1: After a phase-in period, [new OHS regulations](#) requiring JHSC members and health and safety representatives to complete certification training at the employer's expense within 120 days of being designated took effect in Québec. Certification training must also be renewed every 2 years. The regulations also affect when JHSCs must be established and workplace prevention programs implemented.

Action Point: Find out more about [JHSC training requirements](#) across Canada.

Training

Oct 1: Employers in Québec are now required to pay for JHSC members and safety representatives to complete certification training. New [OHS Regulations](#) establish the eligibility criteria and reimbursement rates for registration, travel, accommodations, meals, and other expenses related to training.

Workplace Violence

Sep 5: The Ministry of Education issued a new protocol for preventing, managing, and responding to incidents of violence at Québec schools.

Industry Challenges

Sep 2: After detecting the aquatic animal diseases MSX and Dermo in local oyster samples, the federal government declared the waters of eastern Canada including Québec as areas subject to the Domestic Movement Control Program permitting rules. **Result:** Oysters that have been grown to commercial size and processed for human consumption may still be exported and sold but oysters not ready for the commercial market and still growing may not be moved outside the declared areas.

Young Workers

Sep 3: Québec will receive \$18 million in funding from the federal government this year to implement a new Youth in Movement Towards Employment measure to promote employment of young people aged 16 to 30 who face obstacles hindering their integration into the labour market. The federal collaboration will continue for 5 years.

Action Point: Find out how to implement a legally sound and effective [New and Young Workers Safety and Compliance Game Plan](#).

New Laws

Aug 26: To bolster the province's life sciences industry, Québec will provide \$60 million to pharmaceutical products developer Delpharm Boucherville to modernize its sterile injectable medications plant in Montérégie. Valued at \$214.6 million, the project will, among other things, add 2,600 m² of space to house a new multi-format production line that will increase manufacturing capacity.

CASES

Due Diligence: Following Industry Standards Doesn't Prove Due Diligence

A CNESST inspector responding to a broken gas pipe incident issued a stop-work order at an excavation site after observing workers using unsafe methods to move pipes with a mechanical shovel. The contractor insisted that the procedure was consistent with CNESST Guidelines for work near underground infrastructure. But the Québec court disagreed and upheld the order and citation, finding that the contractor's methods deviated from the Guidelines in subjecting the pipes to risk of damage. The court also rejected the contractor's due diligence defence. The foreman wasn't aware of the safety protocols for work near underground infrastructure and had to call the company VP to talk to the CNESST inspector. The VP then left the site after the inspection without instructing workers or implementing a safer procedure [*CNESST v. Excavations G. Larouche Inc.*, 2025 QCCQ 3673 (CanLII), August 5, 2025].

Action Point: Find out how [voluntary and industry standards](#) affect due diligence and OHS compliance.

Traffic Control: Contractor Fined \$35,000 for Signal Man's Death

An excavation contractor was found guilty of an OHS traffic control violation resulting in the death of a road signal man who was hit head-on by a vehicle traveling at roughly 80 km/hour. The prosecution asked for a fine of \$43,580 since this wasn't the contractor's first conviction; the contractor argued for the minimum fine of \$18,157 since the risk wasn't foreseeable. The Québec court settled on \$35,000, citing the contractor's poor safety planning, the vulnerability of traffic controllers and the fact that a worker died [*CNESST v. Entreprises Michaudville Inc.*, 2025 QCCQ 4117 (CanLII), August 29, 2025].

Action Point: Find out about the [traffic signaling and control requirements](#) across Canada.

Workers' Comp: CNESST Can't Charge Employer for Injured Worker Capable of Working

CNESST charged a school services center employer for services provided to treat a special education teacher's work injury under Section 327(a) of the workers' comp law authorizing the agency to charge employers "for the health services, adapted equipment and other costs provided due to an occupational injury. . . which does not render the worker incapable of carrying out his employment beyond the day during which his injury manifested itself." The Administrative Labour Tribunal upheld the employer's appeal finding that the teacher was capable of carrying out her job,

despite the restriction imposed by her treating physician not to physically support students. The Québec Court of Appeal found the Tribunal's ruling reasonable and denied CNESST permission to appeal it [*CNESST v. Premières-Seigneuries School Service Center*, 2025 QCCA 1036 (CanLII), August 21, 2025].