

# Alberta

## LAWS & ANNOUNCEMENTS

### Fall Protection

Nov 1: Between 2019 and 2023, 922 Alberta workers sustained injuries involving a ladder, resulting in an average of 184 WCB claims per year, over 21,000 lost workdays, and nearly \$10 million in claim costs. Over half of the reported ladder injuries caused a sprain, strain, or tear.

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

### First Aid

Oct 14: Alberta published the [revised list](#) of approved first aid training agencies and courses for purposes of compliance with OHS first aid requirements for the 3-month period from Oct. 1 to Dec. 31, 2025.

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

### New Laws

Nov 6: Channeling its inner Québec, Alberta passed [Bill 1](#) asserting its right to decide how international agreements affecting the province apply in Alberta without undue interference from Ottawa. While acknowledging the federal government's authority to enter into international agreements, Alberta is saying that the terms of those agreements don't apply within its borders unless and until the province passes legislation incorporating them into its own law.

### New Laws

Oct 23: The federal government announced that it will provide \$2 million in PrairiesCan funding to Alberta company ConvergX Global Solutions Foundation to deliver testing and support services to help small- and medium-sized businesses in the province commercialize defense-related technologies and products. ConvergX will also receive investments from Boeing and the Opportunity Calgary Investment Fund (OCIF) for its Xpand project.

### Transportation Safety

Nov 7: From now through Dec. 12, Alberta is carrying out an [online survey](#) on a proposal to raise the speed limit on certain public highways by 10 km/h to 120 km/h. The government is also planning to conduct what it describes as a "mini-trial" assessing the impact of higher divided highway speed limits on safety and driving behaviour.

**Action Point:** Find out how far you can go in [disciplining workers for distracted and dangerous driving](#).

### Training

Oct 31: Alberta employers can now [apply](#) for Canada-Alberta Productivity Grant

funding covering 50% of the costs of training their current employees up to \$5,000 per employee per year. Funding levels increase to 75% when the trainee is an unemployed Albertan with an annual cap of \$10,000 per trainee.

## **Training**

Nov 1: The government warned Alberta employers to be on guard against fraudulent safety training certificates purporting to certify that a person has completed an OHS-required safety training program. Signs that a certificate may be counterfeit include spelling errors, inconsistencies in formatting and absence of official logos, signatures, or verification numbers.

**Action Point:** Find out about [OHS training record and retention requirements](#) across Canada.

## **Workplace Violence**

Nov 5: Newly proposed [Bill 4](#) would give the Integrated Threat and Risk Assessment Centre (ITRAC) authority to access police databases when preparing threat assessments. ITRAC is an Alberta program that trains threat assessors to manage high-risk domestic violence offenders. It also provides the public information about an intimate partner's violent history under legislation known as *Clare's Law*. Bill 4 proposes to expand these powers.

**Action Point:** Domestic violence can happen not just at home but the victim's workplace. Find out how to implement an effective [Workplace Domestic Violence Prevention Plan](#) to protect your own workers.

## **Mental Stress**

Oct 7: The Alberta WCB updated its policy ([Policy 03-01](#), Part II, Application 6, Psychiatric or Psychological Injury) to incorporate new regulations making post-traumatic stress disorder (PTSD) and other traumatic psychological injuries presumably work-related under workers' comp when diagnosed in certain kinds of nurses.

**Action Point:** Find out about [workers' comp coverage](#) of PTSD and mental stress.

## **Environmental**

Nov 5: The Alberta Assembly is debating and will likely soon pass [Bill 7](#), the Water Amendment Act, to streamline regulatory requirements governing access to water. The idea is to cut red tape to make water more easily available to farmers, ranchers, communities, and businesses without diluting environmental water protections.

## **CASES**

### **Incident Reporting: Mistake Doesn't Excuse Failure to Immediately Report Eye Injury**

A worker observing a co-worker's attempt to remove a bearing from a piece of machinery got hit in the eye by a piece of metal. The employer reported the injury 6 days later and was fined \$10,000 for not reporting it "as soon as possible" as OHS regulations require. The employer appealed based on "reasonable mistake of fact" due diligence, contending it didn't believe that the injury was a reportable incident under the law because it wasn't sure that the victim would be hospitalized for the

injury. But the Alberta Labour Relations Board rejected the appeal. It's unclear whether the due diligence defence even applies to OHS incident reporting, the Board reasoned. And even if it does, the employer didn't meet its burden of showing that its mistake of fact, i.e., that the injury wasn't reportable because it didn't require hospitalization, was reasonable [*Knelsen Sand & Gravel Ltd. v Occupational Health and Safety*, 2025 ABOHSAB 23 (CanLII), October 20, 2025].

**Action Point:** Don't make the same mistake! Find out how to implement a legally sound [Incident Reporting Compliance Game Plan](#) at your site.

### **Machine Safety: Gravel Company Fined \$150,000 for Conveyor Ensnarement Injury**

Alberta fined a gravel supplier \$150,000 for an OHS violation resulting in serious injuries to a construction worker who got entangled in a conveyor drive system roller that wasn't properly guarded. The Crown dropped 14 other charges under the plea bargain [*McLeod Valley Sand and Gravel*, [Govt. News Release](#), October 24, 2025].

**Action Point:** Conveyor entanglement is a leading cause of serious injury and significant OHS fines. Find out how to protect yourself by implementing an effective [Conveyor Safety and Compliance Game Plan](#) at your workplace.

### **OHS Enforcement: Board Cuts Fine Against Corporate Director from \$50K to \$14K**

An OHS inspector issued 5 administrative monetary penalties at \$10,000 a pop against the corporate director of a real estate management firm for violating a stop work order at a hotel site containing asbestos. The Alberta Labour Relations Board ruled that AMPs were justified but found it "unusual" that they be imposed on the director personally rather than the company that owned the hotel where the work took place. The \$10,000 per AMP was also unusually high compared to other cases involving similar violations. While OHS officers have wide discretion in imposing penalties, the Board concluded that the high penalties were unwarranted, especially given the director's cooperation and other mitigating factors and reduced the total fine amount from \$50,000 to \$14,000 [*Westgate Property Management Ltd. v Occupational Health and Safety*, 2025 ABOHSAB 25 (CanLII), November 5, 2025].

**Action Point:** Find out about the current [Administrative Monetary Penalty rules](#) for OHS violations across Canada.