

Québec

LAWS & ANNOUNCEMENTS

JHSCs

Oct 28: The Québec Assembly passed [Bill 101](#) which amends the *OHS Act* to incorporate special rules governing the establishment of safety committees and appointment of safety representatives at education and health and social services sectors establishments, including with regard to committee/representative functions and the minimum amount of time members/representatives may devote to those functions.

Respiratory Protection

Nov 14: Public comments closed on CNESST's [draft OHS regulations](#) requiring employers to provide workers exposed to non-infectious bioaerosols respiratory protective equipment that meets CSA Z94.4, Selection, Use and Care of Respirators and prevent or limit the presence of visible mold contamination at workstations.

Action Point: Find out how to implement an effective [Respiratory Protection Equipment Compliance Game Plan](#) at your site.

Lighting

Nov 14: The public comment period ended for CNESST's [proposed](#) regulatory changes to align workplace lighting requirements of Division XIV of the *OHS Regulations* "with the current workplace environment" to make it possible to regulate lighting for VDU work and visual nuisances such as glare and strobe effects. Annex VI will also be adjusted to include a greater number of tasks or areas of activity, update certain work tasks and propose more detailed requirements. The proposal is open to public comments for 45 days.

Action Point: Find out [how to comply with OHS emergency lighting requirements](#).

Transportation Safety

Nov 12: [Bill 4](#) to amend the *Highway Safety Code* to increase value of a vehicle for which an owner must pay an additional vehicle registration duty from \$40,000 to \$62,500 is just 2 steps from passage. The Bill also abolishes the exemption for electric vehicles and plug-in hybrid electric vehicles on the portion of their value between \$40,000 and \$75,000 and imposes an additional registration duty payable for such vehicles.

Training

Nov 7: Québec announced that [mandatory training](#) for Class 1 driver's licenses will take effect on December 15. To obtain a new Class 1 license, applicants will have to either complete the new Road Safety Education Program (PSEP - class 1) offered by an SAAQ-recognized training provider or get a Diploma of Vocational Studies (DEP) in truck transportation from the Québec Ministry of Education. Drivers who already hold a valid Class 1 license don't have to take the mandatory training.

New Laws

Oct 28: Newly passed employment reform legislation ([Bill 101](#)) allows employers to file a claim with CNESST to recover part of the salary paid to a pregnant or breast-feeding worker that the employer assigns to other duties in accordance with *OHS Act* requirements.

Action Point: Find out about [OHS law protections for pregnant and breastfeeding workers](#) across Canada.

New Laws

Oct 28: The Québec Assembly passed [Bill 101](#) creating new unpaid leave for employees who miss work due to a public health emergency government order or disaster has been adopted in principle. Under the bill, employees must notify employers as soon as possible and take reasonable steps to limit how long the absence lasts. Employers may also require documentation of the reasons for absence if warranted by its duration.

New Laws

Nov 6: Québec reduced its immigration targets for the next 4 years. The newly announced 2026-2029 Immigration Plan calls for admitting 45,000 permanent residents per year. The Plan also seeks to limit the maximum number of Temporary Foreign Worker Program permit holders to 65,000 and International Student Program permit holders to 110,000 by 2029.

New Laws

Nov 19: The province ended the Québec Experience Program, leaving the Skilled Worker Selection Program (PSTQ) as the sole pathway for selecting skilled workers. The PSTQ favours Québec graduates and encourages the long-term settlement of people in rural areas.

New Laws

Nov 7: As part of a series of immigration restriction measures, Québec extended the current suspension of new applications for collective sponsorship of refugees abroad until December 31, 2029, "to concentrate its efforts on the reception and integration of recognized refugees already present on its territory." The government also extended suspension of Labour Market Impact Assessment applications for Montreal and Laval under the Temporary Foreign Worker Program until December 31, 2026. A new French language proficiency requirement for temporary foreign workers renewing their applications after 3 years will also officially take effect on December 17, 2025.

Workplace Violence

Oct 29: CNESST posted [Draft Regulations](#) listing new OHS employer workplace sexual violence and psychological harassment (SCV) prevention duties. Effective October 29, 2026, employers must: i. provide workers with written notification of workplace SCV risks and complaint procedures; ii. provide workers with SCV training at least every 3 years; and iii. establish SCV reporting and investigation procedures.

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.

CASES

Material Handling: Employer Who Didn't Provide Training Can't Blame Victim for Tire Explosion

A worker repairing a forklift tire got killed when the tire suddenly exploded. Charged with failing to provide adequate safety training and supervision, the employer claims that the explosion was unforeseeable because the victim used dangerous methods to do the job. The Québec Court of Appeal upheld the conviction, reasoning that the victim's careless error was the employer's responsibility and might not have happened had he received the safety training and supervision required by OHS laws. What was foreseeable was that an untrained and unsupervised performing a dangerous forklift tire repair would cause an accident [[9033-5878 Québec inc. v. CNESST](#), 2025 QCCA 1323 (CanLII), October 23, 2025].

Action Point: Don't let this happen to you. Find out how to implement an effective [Tire, Wheel & Rim Servicing Safety & Compliance Game Plan](#) at your workplace.

Workplace Distractions: OK to Ban Elder Care Workers from Possessing Cell Phones at Work

A residential care facility for mentally ill disabled persons unilaterally adopted a rule banning patient care attendants from possessing their personal cellphones during work hours. The union claimed the ban was abusive and unreasonable. But the Québec arbitrator disagreed and dismissed the grievance, noting that the ban wasn't company-wide but limited to a particular facility, citing other cases upholding workplace cellphone bans for safety, security, and other legitimate purposes and emphasizing the vulnerability of the residents the rule in this case was designed to protect. Moreover, the evidence suggested that staff wasn't complying with the previous ban on cellphone use making it necessary to extend it to cell phone possession [[Union of Health and Social Services Workers of the Lower St. Lawrence – CUPE, Local 5007 \(FTQ\) v. Integrated Health and Social Services Centre of the Lower St. Lawrence](#), 2025 CanLII 104231 (QC SAT), October 15, 2025].

Action Point: Cellphones, headsets, and other personal devices that workers use on the job may cause distractions that lead to accidents and injuries. One way to solve the problem is to implement an effective [Mobile Devices in the Workplace Policy](#).