

Alberta

LAWS & ANNOUNCEMENTS

Fall Protection

Dec 1: The Alberta WCB received over 38,000 serious injury claims related to falls between 2019 and 2023, an average of roughly 7,600 per year, resulting in over \$142 million in claims costs and approximately 300,000 lost workdays each year. There were also 52 fatality claims involving falls during the period. The construction and construction trade services sector accounted for the most claims with 50%, followed by the wholesale and retail sector (13%), and manufacturing, processing, and packaging (11%). Industrial, electrical, and construction trades workers generated more than one-third of fatality claims.

Action Point: Find out how to implement a legally sound [Fall Protection Compliance Game Plan](#) to prevent falls with the potential to cause injuries leading to costly workers' compensation complaints.

Transportation Safety

Dec 1: Alberta began phasing in [new rules](#) requiring commercial carriers to provide driver experience records for Class 1 tractor-trailer truck drivers operating vehicles of 11,794 or more kgs when they move to another job. This will promote safe driving by ensuring that a driver's record follows the driver. Carriers must be in full compliance by June 1, 2026.

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

Transportation Safety

Dec 12: Alberta completed [online surveying](#) 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.

Emergency Response

Dec 2: Alberta Wildfire responded to more than 1,200 wildfires in the Forest Protection Area this year, roughly the same number as 2024 but above the 5-year average by more than 100. Over 85% of new wildfire starts in 2025 were kept under 2 hectares in size. On average, the wildfire size was 556 hectares, compared to 604 hectares in 2024. Human activity caused 60% of wildfires and lightning strikes caused 37%.

Action Point: Find out how to implement a [Wildfire Smoke Protection Game Plan](#) to guard your workers against smoke exposure, both indoors and outdoors.

New Laws

Dec 2: New legislation designed to cut red tape ([Bill 10](#)) includes a ban on requiring Albertans to have Canadian work experience to register in regulated professions, unless the government approves the requirement for health and safety concerns.

The bill also lists specific timelines for interim and final registration decisions and requires that work experience criteria be published.

New Laws

Dec 3: A broad new government finance and tax bill ([Bill 12](#)) would impose a levy of up to 2% on data centre computer hardware on data centres of 75 megawatts or greater, which would be deductible from corporate income taxes paid in Alberta.

Workplace Violence

Nov 26: Newly passed [Bill 4](#) gives 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 more information about an intimate partner's violent history under previously passed legislation known as *Clare's Law*.

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.

Workers' Compensation

Dec 3: The Alberta WCB announced that it's increasing 2026 average premiums 5 cents to \$1.46 per \$100 in assessable payroll. Rates for 64% of all industries will be at or below the average increase due to their positive performance in 2025. Maximum assessable earnings are increasing from \$106,400 to \$110,900.

Action Point: Find out how much each province and territory is charging for [workers' compensation premiums in 2026](#).

Environmental

Nov 27: The Governments of Canada and Alberta signed a new agreement to more than double oil exports to Asian markets and reduce greenhouse gas emissions. Highlights: i. Collaboration to facilitate development of a privately financed and constructed 1 million+ barrel per day, Indigenous co-owned bitumen pipeline to Asian markets through a strategic deep-water port; ii. Ottawa's commitment not to implement the federal oil and gas emissions cap and recognize that an Indigenous co-owned Alberta bitumen pipeline to Asian markets is a project of national interest; iii. Immediate suspension of the federal Clean Electricity Regulations; and iv. Joint commitment to develop long-term carbon pricing and sector-specific stringency factors by Apr. 1, 2026, for large Alberta emitters in both the oil and gas and electricity sectors through Alberta's TIER system.

Environmental

Dec 2: [Bill 7](#), the *Water Amendment Act*, to streamline regulatory requirements governing access to water, passed Third Reading but hasn't yet been proclaimed effective. 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

Excavation: Sewer Trench Collapse Results in Serious Injuries, \$100,000 Fine

An excavation contractor was fined \$100,000 for an OHS violation stemming from the partial collapse of a trench at a water and sewer line restoration site resulting in serious injuries to a worker [*HCL Site Services Ltd.*, [Govt. Press Release](#), November 25, 2025].

Action Point: Find out how to implement a 10-step [Excavations Safety and Compliance Game Plan](#) at your workplace to prevent what happened to this company from happening to yours.

Discipline/Work Refusals/Retaliation: OK to Fire Supervisor for Not Using Required Safety Parts to Mount Equipment

After a van body mounted on a truck chassis collapsed at the site of a major client, an oilwell services company fired the assembly supervisor in charge of the mounting operation for not installing tie clips that would have secured the body and prevented the incident. The union appealed but the federal arbitrator found just cause to terminate and tossed the grievance. This was a critical operation and it was the supervisor's responsibility to know which items in the assembly process needed to be checked and ensure that units were assembled in accordance with the engineering drawings with all parts properly installed [*Driol v NOV Canada ULC*, 2025 ABCJ 214 (CanLII), December 3, 2025].

Action Point: Due diligence demands strict enforcement of OHS policies and procedures. But meting out discipline for safety infractions can result in union grievances and lawsuits. Find out how to use [progressive discipline](#) effectively to enforce your workplace health and safety rules while minimizing liability risks for improper discipline.

Discipline/Work Refusals/Retaliation: Limiting Worker's Email Access May Be Reprisal for Harassment Complaint

A Calgary Board of Education administrative assistant complained about being harassed by her superintendent. The Board launched an investigation and moved the assistant out of her office and into a different location pending the results. The Board also reassigned the assistant to a special project, barred her from attending team meetings and restricted her email access while the investigation proceeded. The Board assured her that the measures were for her own protection, but the assistant felt she was being punished for complaining about harassment and filed an OHS reprisal complaint. The OHS investigator concluded that the Board had legitimate, non-retaliatory reasons for its actions, including the need to protect its confidential information. But the Alberta OHS appeals tribunal said that the officer's findings and conclusions were "unreasonable," noting that the Board listed some of the very information it claimed to be confidential in a public notice it posted. So, the tribunal reinstated the assistant's reprisal claim for further consideration [*Atkinson v Calgary Board of Education*, 2025 ABOHSAB 24 (CanLII), October 30, 2025].

Action Point: Find out how to [avoid reprisals liability](#) when disciplining workers for safety violations, especially if, as in the *Atkinson* case, the worker on the receiving end has complained about workplace harassment or exercised another OHS right.