

# Québec

## LAWS & ANNOUNCEMENTS

### Fall Protection

Nov 26: CNESST posted [draft regulations](#) requiring that personal fall protection using a flexible continuous anchorage system used during assembly or dismantling of a metal structure at a construction site meets either CSA Z259.13 or Z259.16. The regulations also clarify the requirements related to the movement limitation system.

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

### Powered Mobile Equipment

Nov 26: New [OHS draft regulations](#) for concrete pumps and distribution masts eliminate the requirement that employers submit reports on the examination of load-bearing parts of pump trucks to CNESST and clarify the rules requiring employers and prime contractors to keep records of such examinations at the site.

**Action Point:** Find out how to implement a [Powered Mobile Equipment Compliance Game Plan](#) at your workplace.

### Cold Stress

Nov 17: CNESST advised employers to take safety measures to protect outdoor workers against winter conditions. Recommendations: Provide temporary heated and ventilated shelters, vent combustion products released by heating equipment directly to the outside and monitor carbon monoxide concentration, cover handles and metal bars with thermal insulation, alternate periods of work and warm-up, and ensure that workers wear clothing appropriate for the temperature and tasks performed.

**Action Point:** Find out how to implement a complete, compliant and effective [Cold Stress Compliance Game Plan](#) at your workplace.

### Transportation Safety

Nov 20: The Société de l'assurance automobile du Québec (SAAQ) announced that a Class 5 driver's licence will cost approximately \$50 in 2026, rather than the originally planned \$121. Drivers with demerit points will have to pay higher fees.

### Training

Dec 15: [Mandatory training](#) for Class 1 driver's licences officially takes effect. To obtain a new Class 1 license, applicants must 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 licence don't have to take the mandatory training.

### Transportation Safety

Dec 4: [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 has been reported to Committee. 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.

### **New Laws**

Oct 30: Québec became the latest province to enact free trade legislation providing that goods and services recognized as meeting regulatory standards in other provinces or territories with equivalent legislation meet regulatory standards in Québec. [Bill 112](#) also allows individuals with recognized professional certification in those other jurisdictions to ply their trade in Québec.

### **Workers' Compensation**

Nov 19: CNESST published [draft regulations](#) to increase workers' comp reimbursement rates for hearing aids, audiologist services and other medical services provided to injured workers and setting rates for the first time on medicines, pharmaceuticals, medical cannabis, physical rehab services, prostheses and orthoses other than hearing aids, and health services not covered by the Régie de l'assurance maladie (RAMQ).

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

### **Environmental**

Jan 24: January 24 is the deadline to comment on [proposed regulatory changes](#) that would speed up environmental impact assessments by requiring the Québec Ministry of Environment to submit its recommendations to the government within 9 months after the impact study is filed, as opposed to 13 to 18 months under current laws. The regulations also alter the order of steps, procedures and other timeframes of the environmental assessment process in accordance with new *Environmental Quality* Act amendments passed in May 2025.

## **CASES**

**Environmental: Feds Fine Montréal Firm \$650,000 for High pH Construction Spill**  
A Montréal construction company was fined \$650,000 for depositing a deleterious substance into water frequented by fish, in violation of the *Fisheries Act*. After being notified by Québec officials, federal investigators determined that a spill of water containing concrete, with elevated pH levels, into Lac des Deux Montagnes occurred during restoration work on the Île-aux-Tourtes bridge in Senneville [Construction Demathieu & Bard (CDB) Inc. (d/b/a Réfection PIAT S.E.P.), [Govt. News Release](#), November 18, 2025].

### **Drugs & Alcohol: OK to Fire Drug Addict for Violating Last-Chance Agreement**

A mining operator terminated a safety-sensitive worker with a history of marijuana use for violating his last-chance agreement after he failed 2 more drug tests. The

union claimed that the worker's marijuana use was an addiction entitling him to reasonable accommodations. The Québec arbitrator agreed with both points but found that the company **did** make reasonable accommodations by entering into the last-chance agreement allowing the worker to keep his job despite all his previous marijuana offences. In return, the worker agreed to certain conditions, including remaining sober. Once the worker violated that condition, it was reasonable for the company to conclude that further accommodation would be futile and that keeping him in his safety-sensitive position would impose undue hardship, especially since the worker was less than forthright about and unwilling to acknowledge the dangers associated with his marijuana use [*ArcelorMittal v. United Steelworkers, Local 6869*, 2025 CanLII 126713 (QC SAT), November 26, 2025].

**Action Point:** Find out how to use the [OHS Insider Substance Abuse Compliance Game Plan](#) to curb drugs and alcohol at your workplace without violating workers' rights to reasonable accommodations for disabilities.

### **Material Handling: Using a Cellphone While Operating Heavy Equipment Is Grounds for Suspension**

A warehouse suspended a worker for one day without pay for using his cellphone while operating a pallet jack in violation of company OHS policies. The union contended that the penalty was unduly harsh given the worker's clean disciplinary record and the fact that the pallet jack was in a stationary position when the violation occurred. But the Québec arbitrator ruled that the penalty was fair and reasonable, noting that the distribution center was a safety-sensitive workplace and that talking on a cell phone while on a pallet jack posed a significant risk of serious or fatal injury, even if the rolling equipment was stationary at the time [*United Food and Commercial Workers, Local 501 c Metro Richelieu Inc., Grocery Division*, 2025 CanLII 115322 (QC SAT), November 11, 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](#) like the company in this case did.