

Québec

LAWS & ANNOUNCEMENTS

Environmental

Jan 22: In response to current economic challenges, Québec announced that it's maintaining its ambitious target of reducing greenhouse gas emissions by 37.5% below 1990 levels, but pushing back the deadline five years to 2035. The province has already reduced emissions by roughly 20% since 1990. But sticking to the 2030 deadline at all costs would mean it would have to achieve the remaining 17.5% of the target in just five years, resulting in even greater economic austerity and disruption.

First Aid

Jan 28: New OHS [regulations](#) clarify that only workers physically present in establishments, construction sites, or workplaces where forest management work is performed count in determining the number of first aiders required at the site. Employers should exclude telecommuters from the calculation. The regulations also recognize regular Ordre des infirmières et infirmiers du Québec nurses as first aiders.

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

First Aid

Jan 28: CNESST published amended OHS [first aid regulations](#) to require that nurses' offices equipment, first aid kits, and first aid training in Québec comply with the standards set out in the updated versions of CSA Z1210 and Z1220 that are followed in most of Canada.

Housekeeping & Sanitation

Jan 14: CNESST posted new [draft OHS regulations](#) establishing sanitation and living conditions for industrial camps housing workers. Employers that use such camps, typically companies in the mining, forestry, construction, and agricultural sectors, will have to determine minimum room sizes, ban bunk beds, furnish a fixed minimum percentage of kitchen and sanitary equipment, and implement specific fire prevention measures.

Action Point: Find out more about [OHS safety and sanitation requirements for temporary labour camps](#).

New Laws

Jan 30: Québec's 2026 Skilled Worker Selection Program will send approximately 29,000 economic immigration category invitations. Priorities: i. Graduates from Québec schools; ii. People employed in strategic sectors such as health, education, construction, early childhood, and engineering; and iii. Diverse profiles with the greatest potential for economic and linguistic integration. This is part of the province's overall 2026 immigration plan to admit 45,000 permanent residents in four categories: Economic immigration (28,800), Family reunification (10,000), Refugees (5,750), and Other immigrants (450).

Action Point: Expect more of your workforce to speak a language other than English and find out [whether OHS laws require you to provide multilingual safety training](#) to your workers.

Industry Challenges

Jan 28: The Régie du bâtiment du Québec (RBQ) published revised [licensing regulations](#) for contractors and owner-builders. Highlights include reducing the waiting period for retaking a guarantor exam after failing a previous exam from six to four months and allowing certain public bodies to perform the functions of contractor without holding an RBQ licence, in limited cases.

Training

Feb 2: Québec announced the launch of Productivity-Skills, a new program offering small and medium-sized enterprises \$55 million in funding for training projects in areas of economic innovation, including artificial intelligence, the green economy, digital transformation, and modern management skills. [Applications](#) will be accepted until the money runs out or the 2025 tariffs are lifted, whichever comes first.

New Laws

Jan 28: Québec is granting temporary Health Services Fund contributions relief to certain agriculture, forestry, and fishing sector employers for 2026 and 2027. The exemption covers employers whose total payroll is at least 50% attributable to NAICS codes 111 (Crop production), 112 (Animal production and aquaculture), 113 (Forestry and logging), 1141 (Fishing), 32111 (Sawmills (except shingle and shake mills)), and 32211 (Pulp mills).

Mental Stress

Feb 2: Suicide rates in Québec have been on a steady decline, falling from 17.9 to 11.9 suicides per 100,000 people between 2000 and 2023. The suicide rate among men (18.1) remains nearly three times higher than among women (5.7). In 2023, men aged 50 to 64 had the highest rate across all age groups and sexes, with 28.4 suicides per 100,000. Those age 35 to 49 had the highest rate among women, at 8.3.

Workers' Compensation

Mar 15: March 15 is the last day for Québec employers to submit their payroll declarations to CNESST listing actual 2025 payroll expenses and estimated expenses for 2026 to avoid the risk of potential late fees, interest and penalties. Employers may complete their declarations either from MyCNESST Space or directly through their [CNESST online account](#).

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

Environmental

Feb 27: February 27 is the deadline to comment on [proposed regulations](#) requiring owners of large commercial, institutional, and multi-residential buildings like hospitals, schools, office towers, and apartment buildings to report the sources and quantities of the energy their buildings consume and greenhouse gases they emit.

Mandatory declaration will be implemented gradually, starting in 2027 for commercial buildings of at least 5,000 m², multi-residential buildings of 50 units and more, and all State buildings, regardless of size. Reporting will start in 2028 for commercial buildings of at least 2,000 m² and multi-residential buildings of 25 units and more.

Environmental

Jan 16: For the first time in nearly three decades, Québec launched a review of its hazardous materials regulations to ensure “rigorous and transparent management” of used oils, expired medications, paints, batteries, and other products posing a risk to the environment or human health. Proposals on the table include producer accountability for accidental discharges, a new incentive-based waste disposal fee, deployment of a digital traceability system, and enhanced security at final disposal sites.

CASES

Material Handling: OK to Suspend Veteran Crane Operator for Negligence

A steel beam construction company suspended a veteran union worker for five days without pay for allegedly ignoring his safety training during an overhead crane lifting operation. The Québec arbitrator upheld the suspension based on evidence that in his rush to carry out the operation, the worker made a “cascade of errors” that a person with such extensive experience wouldn’t normally make, such as not taking the necessary time to properly assess the load and miscalculating the load as containing five rather than three beams. Once he realized that the chain he was using was too long to contain the bundle, he should have stopped the operation, recalculated the load, and gotten the proper chain. Having displayed “negligence,” the worker deserved to be suspended [[*International Association of Bridge, Structural, Ornamental and Reinforcing Iron Workers, Local 711 v. Canam Group Inc.*](#), 2026 CanLII 4607 (QC SAT), January 22, 2026].

Action Point: Find out how to use [progressive discipline](#) effectively to enforce your workplace health and safety rules while minimizing liability risks for improper discipline.