

Québec

LAWS & ANNOUNCEMENTS

JHSCs

Feb 25: CNESTT issued a new [Regulation](#) that pushes back the deadline for complying with new Québec OHS certification training requirements for the first cohort of workplace JHSC members and health and safety representatives by six months.

Action Point: Find out more about [JHSC training requirements](#) across Canada.

Airborne Contaminants

Feb 17: Québec introduced new [guidelines](#) on the management of asbestos-containing soils. Until now, excavated soil containing asbestos had to be transported to an authorized landfill site for burial. The new guidelines acknowledge that safe reuse of this soil on the original site is possible under certain circumstances and that the soil can also be used on another site already containing asbestos when conditions permit.

Action Point: Find out how to implement an [Asbestos Exposure Control Plan](#) at your workplace.

New Laws

Feb 18: Canada Economic Development (CED) announced over \$33 million in funding for 28 different national defence-related projects in Québec. The investment is part of the federal government's new Regional Defence Investment Initiative (RDII) to rebuild the Canadian Armed Forces and bolster the national industrial base on which it relies.

New Laws

Feb 19: Québec company Cecobois will receive \$580,000 in federal funding from the Green Construction through Wood (GCWood) program to implement new projects aimed at documenting and raising awareness of the benefits of using wood to decarbonize the construction sector. These activities will help increase the use of wood and bio-based insulation materials while promoting carbon neutrality in non-residential and multi-residential buildings.

Industry Challenges

Mar 4: The Québec Ministry of Natural Resources and Forestry published for 45 days of public comment a [draft regulation](#) amending the *Mining Regulation*. Key issues addressed include annual fees for mining concession holders, financial provisions in restoration of sand and gravel pits leases, costs related to certain exchanges with local and indigenous communities as accepted exploration work, and standards relating to provisional financial guarantees.

New Laws

Mar 11: Québec launched a one-year pilot project allowing (but not requiring) non-

food retail stores, shops, points of sale, and markets in the province to open their doors to the public from 6 a.m. to 9 p.m. from Monday to Sunday, excluding holidays. Québec is one of the few places in North America to legislate opening hours. The pilot project gives businesses greater flexibility to adapt to the needs of their clientele.

Industry Challenges

Feb 26: Newly proposed legislation designed to cut red tape ([Bill 11](#)) abolishes the annual royalty that sawmills in the province must pay on timber from public forests. The Bill also revises the pricing of such timber, which will now be based on a minimum rate that's adjusted monthly according to the average profitability of companies and market conditions.

New Laws

Feb 12: Québec expanded the temporary exemption from health services fund (HSF) contributions for the agriculture, forestry, and fishing sectors by eliminating the total payroll requirement. Eligibility will now be based solely on NAICS code, specifically 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). There's also a new partial 50% HSF exemption for employers for whom 25% to 50% of wages paid or deemed paid in 2026 or 2027 are attributable to activities represented in the above NAICS codes.

Workers' Compensation

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](#).

CASES

Workplace Harassment: OK to Fire Worker for Psychologically Harassing Coworker on Instagram

A Belle Centre usher sent a female coworker in whom he had unrequited romantic interest 150 messages on social media platforms over the course of 10 months. When she ghosted him on Facebook Messenger, he kept up the barrage on Instagram while also cranking up the romantic tone. Feeling creeped out, the co-worker made her lack of romantic interest clear and repeatedly asked the usher to stop the messages. But her pleas fell on deaf ears. Finally, the co-worker complained to management about not feeling safe at work, which led to an internal investigation and the decision to terminate. The Québec arbitrator ruled that there was just cause to terminate for psychological harassment, reasoning that the continuous stream of unwanted compliments and highly intrusive messages undermined the co-worker's

dignity, psychological integrity, and sense of security at work [[Teamsters Québec, local 1999 c L'Aréna des Canadiens inc.](#), 2026 CanLII 3888 (QC SAT), January 16, 2026].

Action Point: The moral of this case is that workplace harassment can happen online, including in the form of postings on social media sites. Find out how to implement an effective [Workplace Violence and Harassment Compliance Game Plan](#) at your site.

Accommodations: Failure to Promote Injured Worker Is Disability Discrimination

Hydro-Québec refused to promote a Machine Operator to Chief Mechanic due to the functional limitations she experienced because of her work injury. In addition to violating the collective agreement, the union claimed that denying the promotion was disability discrimination and failure to make reasonable accommodations. Letting the Operator do the Chief Mechanic job would be dangerous and totally restructuring the position around her capabilities would be undue hardship, HQ countered. The Québec arbitrator upheld the grievance citing the lack of evidence that the Operator was incapable of working safely as a Chief Mechanic. In fact, the evidence suggested just the opposite. Moreover, HQ didn't even consider the possibility of making reasonable accommodations; it simply rejected her because she was disabled. Result: The arbitrator ordered HQ to make the promotion and left the door open for damages to compensate the Operator for being excluded [[Hydro-Québec v. Syndicat des employés-es de métier d'Hydro-Québec, section Locale 1500](#), 2026 CanLII 12740 (QC SAT), February 11, 2026].