



LAWS & ANNOUNCEMENTS

Pay Transparency

Jun 18: Alberta [revised](#) its *Public Sector Compensation Transparency General Regulation* to specify that taxable parking, use of a vehicle, and a benefit under an unfunded supplemental pension plan constitute “non-monetary benefits” subject to the Act. The calculation of the amount or value of non-monetary benefits to an employee or member of a public sector body in a year is based on the notional liability incurred by the public sector body for the benefit in the year.

Action Point: Find out how to implement a [Pay Transparency Compliance Game Plan](#) at your workplace.

Employment Benefits

Jul 10: The Alberta Superintendent of Pensions issued the [revised list](#) of financial institutions offering locked-in pension products. Banks, credit unions, trust companies, and insurance companies offering LIRAs, LIFs, and LRIFs to customers must be on the Superintendent’s List of Financial Institutions offering locked-in pension products to accept transfers of locked-in funds.

New Laws

Jul 3: Prairies Economic Development Canada (PrairiesCan) announced \$9 million of investments through the Regional Tariff Response Initiative (RTRI) to six projects across southern Alberta, including \$1 million each to Lethbridge Iron Works, Oyen Regional Rail Company, Southland Trailers, TCB Manufacturing, and Triple M Housing. Southland Trailers will also receive another \$4 million in repayable RTRI funds for a two-phase artificial intelligence (AI) project.

New Laws

Jul 14: Alberta and Québec signed a memorandum of understanding (MOU) to collaborate on the development of AI to modernize government services and improve cybersecurity. While the two provinces have been working together on AI for years, the new MOU provides a framework for collaboration via establishing a joint steering committee made up of two representatives from each province charged with developing a shared work plan.

Action Point: Find out how to guard against AI legal and liability risks by implementing a legally sound [workplace artificial intelligence use policy](#).

New Laws

Jul 1: From now through September 30, residents can [apply](#) for the one-time \$100 Alberta Energy Rebate providing relief on the cost of fuel, groceries, utilities, and other household needs. To be eligible, applicants must: be 18 or older, be an Alberta resident with a verified alberta.ca account, have filed a 2025 tax return, and have a household income of \$225,000 or less.

New Laws

Jun 25: The federal Green Industrial Facilities and Manufacturing Program (GIFMP) and Energy Innovation Program (EIP) announced over \$19.4 million in funding for 13 projects in Alberta designed to advance clean energy innovation and strengthen electrical grid reliability.

Training

Jun 29: Alberta is investing more than \$7 million to expand and modernize hands-on agricultural training at Lakeland College. The money will fund upgrades and expansion of the beef yard, along with the relocation of horse pen facilities at the Vermilion campus.

Action Point: Find out about the [rules governing whether employees are entitled to be paid for training time](#).

New Laws

Jul 2: Alberta began issuing a redesigned, more secure driver's licence or ID card that includes a Canadian citizenship identifier and their personal health number (PHN). When visiting a registry agent to apply for or renew the card, residents must bring valid identification, proof of legal entitlement to be in Canada (such as a Canadian birth certificate, Canadian Passport, NEXUS card and Permanent Residency card), and an Alberta health card (to revalidate eligibility for Alberta's Health Care Insurance Plan).

Privacy

Jul 2: The Alberta Privacy Commission issued [guidance](#) to help employers manage the privacy law implications of the province's new driver's licence and ID cards. Because cards display PHN and citizenship information, collecting them from job applicants and employees may violate the province's *Personal Information Protection Act* (PIPA). The guidance explains what employers should do to avoid PIPA violations.

Action Point: Digital privacy is a potential liability risk for employers. Find out how to protect your organization from [revenge porn and cyberbullying liability](#) risks.

Health & Safety

Jun 30: Alberta published its [revised list](#) of officially approved first aid training agencies and courses for purposes of complying with OHS first aid requirements for the three-month period from July 1 to September 30, 2026.

Workplace Violence

Jul 14: Alberta is investing an additional \$16 million to help agencies that support survivors of family violence. The Emergency Family Violence Services program will distribute the money through three streams: i. \$5 million in funding to help agencies operate; ii. \$6 million in one-time funding through the Regional Collaboration and Innovation Grant to strengthen coordination between providers and community organizations; and iii. \$4 million over three years through the Facility Grant Pilot Program to help address urgent facility upgrades and maintenance needs.

Action Point: Domestic and family violence becomes an OHS issue and liability risk for employers when it happens at the victim's workplace. Find out [how to protect](#)

your employees from the risk of workplace domestic violence.

Workers' Compensation

Jun 1: The Alberta Workers' Compensation Board (WCB) distributed roughly \$106.5 million in rebates to more than 10,000 Certificate of Recognition (COR) employers under the Partnerships in Injury Reduction (PIR) program last month. COR status is awarded to employers whose OHS management programs meet provincial standards as determined by a certified auditor.

CASES

Termination: Unqualified Probationary Prison Guard Wasn't Victim of Racial Discrimination

A Correctional Peace Officer (CPO) who resigned after six months on the job accused his ex-employer of racial harassment and depriving him of the opportunity to write a field training exam or go for further training based on the colour of his skin. The Alberta Human Rights Commission ruled that the CPO had no chance to win and dismissed the complaint citing the employer's "well documented information detailing the extensive efforts" it took to support the CPO during his probationary period. There was also evidence that the CPO wasn't qualified for the job, making him a safety risk to himself, the inmates, and his fellow CPOs [[Zaman v His Majesty the King in Right of Alberta \(Public Safety and Emergency Services\)](#), 2026 AHRC 73 (CanLII), June 17, 2026].

Action Point: Beware of certain kinds of seemingly legitimate [employment practices](#) that may have the effect of inadvertently perpetuating racial discrimination and increasing your liability risks.

Work Refusals: Wrongful Dismissal Case Must Go to Trial

He was a model driver whom had recently received a driver of the year award. But an incident occurred just before Christmas when he was assigned to drive a load. The forecast called for snow and the driver expressed concerns about whether the tires on his truck were safe enough. One thing led to another and by the time the dust had cleared, the driver no longer had a job. The driver claimed he was wrongfully dismissed after engaging in a lawful OHS work refusal; the trucking company claimed he resigned voluntarily. The driver moved for summary judgment, that is, a ruling without a trial. The Alberta court said no, saying that it was a close case with evidence supporting both sides. Result: The case had to go to trial and couldn't be decided based solely on the pleadings [[Carleton v Kootenay Wood Transport Ltd](#), 2026 ABKB 497 (CanLII), July 7, 2026].

Action Point: Find out how to implement a legally sound [Compliance Game Plan](#) for responding to work refusals at your own workplace.

Health & Safety: Mine Worker's Death Results in \$360,000 OHS Fine

Alberta dished out its biggest reported OHS penalty of the year, a fine of \$360,000 against a mining company for the death of a worker who was struck by an ice plug

that dislodged from the pipe from which the victim was draining excess water. Under the plea bargain, the company pled guilty to one violation and the Crown dropped the remaining 11 charges. The money will go to the Alberta Mine Safety Association to conduct research, develop industry best practices, and a comprehensive training program for water removal operations [[Prairie Mines & Royalty ULC](#), Government Press Release, July 15, 2026].

Action Point: Don't let this happen to you! Find out [how to create a vibrant workplace health and safety culture](#) to prevent injuries and 6-figure fines at your company.