

JANUARY 2023 MONTH IN REVIEW

Alberta

LAWS & ANNOUNCEMENTS

Discrimination

Dec 12: As usual, employment was the main theater of discrimination claims, accounting for 7 of 10 complaints, according to the Alberta Human Rights Commission [2021-2022 Annual Report](#). Of the 1,040 accepted complaints, 329 were related to COVID-19. Religious discrimination claims increased 11%, mainly due to religious objections to mandatory vaccination policies.

Action Point: Beware of [employment practices](#) that inadvertently perpetuate racial discrimination

New Laws

Dec 15: Alberta announced that it's adding 80 apprenticeship seats at Northwestern Polytechnic during the current 2022-2023 academic year, including for heavy equipment technician (24 seats), electrician (24), industrial mechanic (millwright) (20) and automotive service technician (12).

Health & Safety

Dec 9: [Changes](#) to Alberta OHS Code requirements for workplace first aider training, the contents of first aid kits, first aid recording and reporting and other rules take effect on March 31, 2023.

Workers Comp

Jan 1: The Alberta WCB raised 2023 average premiums 9 cents to \$1.26 per \$100

assessable payroll. Without premium subsidies, the increase would have been to \$1.50. Meanwhile, maximum assessable earnings increased from \$98,700 to \$102,100.

Action Point: Look up the [2023 workers comp rates](#) in each part of Canada

CASES

Health & Safety: Machine Incident Results in Worker's Death, \$324,000 Fine

A derrick hand was removing a pipe from the carousel of a sonic drilling when the pipe jammed. In reaching in to unjam the pipe, the hand accidentally activated the retract level and got jammed between the carousel and pipe arm with fatal results. The employer was fined \$324,000 and placed on 2 years of probation for failing to prevent work using a broken machine [Cross Borders Consulting Ltd.].