

JUNE 2024 MONTH IN REVIEW

Alberta

LAWS & ANNOUNCEMENTS

Employment Benefits

Jun 21: Amendments to the [*Employment Pension Plans Regulation*](#) took effect to simplify calculation of target pensions in the construction trades. There are currently 20 target benefit pension plans in Alberta, with nearly 180,000 members.

New Laws

Jun 6: The provincial government awarded a [*\\$2.1-million*](#) grant to the Canadian Institute for Advanced Research (CIFAR) over three years. CIFAR, which supports AI research and innovation, funds AI Chairs at institutions like the Alberta Machine Intelligence Institute (Amii) in Edmonton.

Drugs & Alcohol

May 27: Alberta launched a [*\\$280,000 study*](#) with top universities to examine the impact of legalized cannabis on youth under age 25.

CASES

Drugs & Alcohol: OK to Fire Safety-Sensitive Worker for Drug Test Refusal

A construction site supervisor tested positive for marijuana after being involved in a minor vehicle collision. The company demanded that he undergo a substance abuse assessment and participate in a substance abuse program as a condition of returning to work in accordance with its drug and alcohol policy. The supervisor refused and the company fired him. The Alberta court ruled that the company had

just cause to terminate, noting that the drug policy was reasonable and the supervisor's job was safety-sensitive. The contention that the company didn't accommodate his use of medical marijuana didn't fly because the supervisor didn't have a legal prescription and never told anybody about his medical issues until after the incident [[Quong v Lafarge Canada Inc](#), 2024 ABKB 340 (CanLII), June 11, 2024].

Action Point: Find out [how to create a legally sound drug testing policy](#) at your workplace