

# Alberta

## LAWS & ANNOUNCEMENTS

### Employment Benefits

Jan 1: Employees must use the revised Form 23 Application to unlock money from their LIRA or LIF due to financial hardship. In 2025, employees may use the “low income” trigger to unlock up to \$35,650 if their income in the next 12 months is expected to be less than \$47,533.

### New Laws

Jan 6: The Alberta Government signed a letter of intent with Enbridge to form a new working group with the Alberta Petroleum Marketing Commission dedicated to doubling the province's oil production for the U.S. market, which currently stands at over 4.3 million barrels delivered per day.

### Health & Safety

Dec 4: OHS [changes](#) require employers to review their workplace violence and harassment prevention plans: i. after incidents suggesting need for review; ii. after work or worksite changes affecting risks of violence or harassment to occur; iii. if the JHSC or safety rep requests review; and iv. at least every 3 years. Effective date: March 31, 2025.

**Action Point:** Use the HR Insider [template](#) to create and review your own workplace harassment and violence policy.

### Workers' Comp

Jan 1: The Alberta WCB 2025 cost of living adjustment amount is 2.35%. The claims cost threshold increased from \$1,900 to \$2,000, and the maximum allowable amount for burial, cremation and memorial expenses increased to \$17,200. The 2025 travel allowance remains unchanged at 58 cents per kilometre, as does the total meal allowance at \$57.00 per day. Accommodations allowances are also unchanged.

### Workers' Comp

Feb 28: That's the deadline for Alberta employers to submit their actual payroll and wages data from 2024 and projected figures for 2025 to the WCB. Missing the deadline may result in penalties and late fees.

### CASES

**Termination: Long Absence Due to Criminal Incarceration Is Just Cause to Fire Senior Employee**

A utility company terminated a Public Services Representative (PSR) after she was convicted of a crime carrying a potential 2-year prison sentence. The union claimed that the company should have put the PSR on unpaid leave since she had worked for the company for 29 years, had no disciplinary record, expressed remorse and the offence wasn't work-related. The arbitration board ruled that the company had just cause to terminate since the PSR wouldn't be able to do her job while in prison. The union appealed but the Alberta Labour Relations Board concluded that the arbitration ruling was reasonable and refused to overturn it [[Civic Service Union 52 v EPCOR Utilities Inc.](#), 2025 ALRB 8 (CanLII), January 15, 2025].

**Action Point:** Find out how to create and implement a legally sound [off-duty conduct policy](#) at your workplace that can help you justify termination of employees convicted of crimes that, while non-work-related still interfere with their ability to perform their job duties.