

British Columbia

LAWS & ANNOUNCEMENTS

Minimum Wage

Jan 1: After last year's 6.9% increase, BC raised the piece-rate minimum wage 3.9% for farm workers who hand harvest 15 different crops, each of which has its own minimum wage rate—peaches, apricots, Brussels sprouts, daffodils, mushrooms, apples, beans, blueberries, cherries, grapes, pears, peas, prune plums, raspberries and strawberries.

Action Point: Find out about the latest round of [minimum wage increases](#) taking effect across Canada.

Employment Benefits

Jan 18: The BCFSA issued a new [Regulatory Statement](#) on how pension plan administrators must apply the Canadian Socio-Economic Information Management System (CANSIM) rate. The agency specifies that pensions regulations require that the most recent reference rates available be used for the calculation of interest.

New Laws

Jan 15: The BC Manufacturing Jobs Fund will provide up to \$5.1 million to support 7 forest-sector capital projects and 5 planning projects in communities across the province. The projects will enable forest-product manufacturers to innovate and grow their business lines, fostering a strong and resilient forest sector focused on producing leading-edge, high-quality wood products and biomaterials.

Health & Safety

Jan 23: WorkSafeBC published [Guidelines](#) on complying with the new OHS requirements for washroom facilities at construction sites by setting out factors that employers and prime contractors should consider in determining whether it's "practicable" to provide flush toilets at specific construction sites covered by the new regulations (Section 20.3.1 of the *OHS Regulation*).

Action Point: Find out [how to create a vibrant workplace health and safety culture](#) at your company.

Workers' Comp

Feb 28: That's the deadline for the first group of BC employers to submit their actual 2024 payroll numbers and 2025 estimates to WorkSafeBC. For some employers, the reporting deadline is either March 15 or March 31, depending on the last 2 digits of their employer account number.

CASES

Privacy: Dashboard Surveillance Cameras in Company Vehicles Invade Employees' Privacy

The union complained that a lumber company invaded employees' privacy by installing dashboard mounted video and audio surveillance cameras in its crew buses. The BC arbitrator upheld the grievance finding the Dash Cams to be on the high end of the intrusiveness spectrum, especially the rear-facing camera which was able to capture not just road conditions but also distractions to the employees in the cab such as eating, texting, smoking and horseplay. Adding to the union's argument is that the employer's policy allowed for using the recordings for not just safety but also disciplinary purposes. The Labour Relations Board found the arbitrator's ruling and remedial orders reasonable and refused to overturn them [[Rehn Enterprises Ltd.](#), 2025 BCLR 6 (CanLII), January 6, 2025].

Action Point: This case illustrates the importance of [ensuring that digital solutions used to monitor employees remain within personal privacy boundaries](#) and why you should consider implementing a [legally sound electronic monitoring policy](#).