

Alberta

LAWS & ANNOUNCEMENTS

New Laws

Mar 11: Newly tabled [Bill 40](#), *The Professional Governance Act*, gives professional regulatory organizations in Alberta greater authority to govern themselves through their own bylaws without provincial government interference. Professions the legislation covers include education, accounting, engineering, geoscience, veterinary medicine, and architecture. It doesn't apply to lawyers, teachers, and health professionals.

New Laws

Mar 5: In response to U.S. tariffs, Alberta is requiring government agencies, school boards, Crown corporations, and municipalities to purchase goods and services from companies in Alberta, other parts of Canada or countries that have a free trade agreement with Canada. Alberta Gaming, Liquor, and Cannabis also suspended purchase of alcohol and video lottery terminals from American companies.

New Laws

Mar 18: The Alberta Assembly tabled [Bill 44](#) to promote growth and diversification of agriculture and support the emerging biogas industry. Among other things, the legislation would allow farmers to supplement fertilizer with organic materials and establish new rules for the storage and use of biogas production byproducts as a nutrient source to grow crops.

New Laws

Apr 1: Alberta launched its new [payment model for primary care doctors](#). Developed in partnership with the Alberta Medical Association, the model introduces new incentives include pay increases for doctors who maintain high patient panel numbers (minimum of 500 patients), provide after-hours care, work in integrated teams, and achieve efficiencies in clinical operations.

Health & Safety

Mar 14: Alberta health officials have confirmed 6 cases of measles in the province so far this year. While all of these cases are from a single household, there's still concern given how contagious measles is.

Action Point: Find out how to create a legally and clinically sound workplace [exposure control plan](#) to protect your employees against the risk of measles, COVID, or any other infectious illnesses that may hit your workforce.

Drugs & Alcohol

Feb 25: Newly tabled [Bill 37](#), *The Mental Health Services Protection Act*, proposes changes to mental health and addiction services licensing rules in Alberta that would take effect in fall 2025. Specifically, the Act would create 3 types of bed-based addiction treatment services subject to separate licensing requirements, including: i.

Withdrawal management services; ii. Intensive treatment services; and iii. Non-intensive recovery services.

Action Point: Find out how to [effectively control substance abuse](#) at your workplace.

Drugs & Alcohol

Mar 5: Alberta's newly deployed Interdiction Patrol Team (IPT) to crack down on drug illegal cross-border activities on both sides of the Alberta-Montana border is now operational. Soon to have a staff of 51 Sheriffs, the IPT will work closely with the RCMP to identify and apprehend individuals suspected of drug smuggling, human trafficking, and other illegal activities across the border.

CASES

Discipline: Serious Safety Infraction Is Just Cause to Fire Even Though It's a First Offence

An experienced maintenance worker assigned to serve as "fire watch" for welding operations went on break approximately 2 minutes after the work was completed. Three minutes later a fire started and grew rapidly causing major damage to equipment. It could have been much worse had a coworker in the area not smelled the smoke and contained the fire with a hose. Although this was his first safety offence in 4+ years, the fire watch was fired for abandoning his post and the union grieved. The Alberta arbitrator ruled that the employer had just cause to terminate given the seriousness of the safety violation and the fact that it was deliberate. In addition, the worker had a previous pattern of deciding when it was okay to take breaks based on what the fire looked and smelled like rather than following the company's 30-minute waiting period rule [*United Food and Commercial Workers Union, Local 401 v JBS Food Canada ULC*, 2025 CanLII 21652 (AB GAA), March 17, 2025].

Action Point: Find out how to implement a legally sound [progressive discipline policy](#) at your workplace that you can use to enforce safety and other HR rules and policies.

Retaliation: OHS Officer Shouldn't Have Nixed Injured Worker's Reprisal Complaint

A journeyman machinist claimed that his company interfered with his medical care, removed him from the workplace JHSC and eventually fired him in retaliation for reporting a lost-time work injury. The OHS officer dismissed the complaint, but the machinist got revenge when the Alberta Board upheld his appeal, finding the officer's report to be neither rational nor coherent and that the evidence suggested that reporting the injury might have been a factor in the adverse treatment he received [*Barnson v Global Power Technologies*, 2025 ABOHSAB 5, February 14, 2025].

Action Point: Find out how to discipline employees [without committing reprisals or retaliation](#).