

# Federal

## LAWS & ANNOUNCEMENTS

### New Laws

Apr 15: To help Canadian businesses affected by the new trade countermeasures against the U.S., the federal government says it will provide temporary 6-month relief for goods imported from the U.S. used in Canadian manufacturing, processing, and food and beverage packaging, as well as for those used to support public health, health care, public safety, and national security.

**Action Point:** Find out about the [8 ways the U.S. tariffs will affect](#) Canadian workplaces and HR activities.

### New Laws

Apr 15: The Government of Canada began accepting [applications](#) for the new Large Enterprise Tariff Loan Facility (LETL) offering loans to help large businesses affected by the U.S. tariffs maintain cash flow and liquidity. Sectors eligible for LETL loans include companies that contribute to food, energy, economic, and national security.

### New Laws

Apr 1: The federal Competition Bureau increased the filing fee that companies seeking to enter into mergers and acquisitions must pay for government review from \$86,358.76 to \$88,690.45. The *Competition Act* requires pre-merger review by the Bureau to determine whether the proposed transaction would harm competition.

### Payroll

Apr 15: A Québec court approved the federal government's settlement of a class action lawsuit brought by federal employees who suffered harm as a result of the government's botched implementation of the Phoenix pay system in 2016. While okayed by a provincial court, the settlement covers employees from all parts of Canada.

### Training

Mar 21: The federal [Fighting and Managing Wildfires in a Changing Climate Program \(FMWCC\) – Training Fund](#) will invest \$16.3 million over the next 3 years in 25 projects providing wildland firefighting training in remote, rural and Indigenous communities across the country. The idea is to bolster local wildfire response capabilities.

### Health & Safety

Mar 26: [Changes](#) to OHS Policy Committee Regulations took effect requiring the OHS committee employer co-chair to provide a copy of the committee's annual activities report to the employer as soon as feasible after the report is submitted. The employer must then post the report in the spot where it posts the mandatory notice listing information about the committee and keep it posted for 2 months.

## **Health & Safety**

Mar 26: [Revised](#) OHS Regulations clarify that employers must establish and keep up-to-date written instructions that provide for the prompt rendering of first aid to an employee for any injury or illness, including an occupational illness (emphasis added). The same modification applies to the first aid information employers must post in the workplace.

## **CASES**

### **Drugs & Alcohol: Arbitrator Orders Railway to Stop Stalling Engineer's Return to Work**

A railway company tested an engineer for drugs after getting “an anonymous tip” that he was smoking pot and planned to purge his body so he’d pass a urine test. The federal arbitrator ruled there was no just cause for testing and ordered the railway to immediately reinstate the engineer with no loss of seniority or pay. But the railway insisted that the engineer first submit to further drug testing. The tests came back negative, but the railway wanted him to undergo extensive medical review to ensure it was safe to reinstate him. After. The union balked and the stalemate dragged on for 2 years, during which the engineer was getting only 60% of his pay and benefits. The union finally filed another grievance, which the arbitrator upheld ordering the railway to immediately reinstate the engineer “on paper” and pay him interest on the compensation it improperly withheld plus \$20,000 in damages. It also ordered the employer to activate its accommodations process and get the engineer back to work in either his original or a reasonably accommodated position depending on his medical situation as soon as possible [[Teamsters Canada Rail Conference v Canadian Pacific Kansas City Railway](#), 2025 CanLII 32982 (CA LA), April 16, 2025].

**Action Point:** Find out [how to create a legally sound drug testing policy](#) at your workplace and get a template policy you can adapt for your own situation.

### **Immigration: Landscaper Fined \$400,000 for Illegally Employing Foreign Workers**

The Canada Border Services Agency fined a landscaping business \$400,000 for 20 counts of employing a foreign national without authorizations. The investigation began in 2019 when the Ontario Provincial Police investigated one of the foreign nationals for impaired driving. Investigators discovered a network of unauthorized workers spanning multiple jurisdictions across southern and eastern Ontario and the Greater Toronto Area involving over 700 foreign nationals employed without authorization to work in Canada. Two other firms were fined \$25,000 apiece after pleading guilty to 2 charges [[CDA Landscape Services, Govt. Press Release](#), April 4, 2025].

**Action Point:** Find out about the 10 things employers [need to know about hiring temporary foreign workers](#) to avoid being the target of enforcement actions and penalties like these.