

Alberta

LAWS & ANNOUNCEMENTS

New Laws

Mar 26: [Bill 40](#), *The Professional Governance Act*, giving professional regulatory organizations in Alberta greater authority to govern themselves through their own bylaws without provincial government interference, is in but hasn't yet passed Second Reading. 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

Apr 16: From now through June 12, Alberta will be accepting applications for funding under the \$65 million Industrial Transformation Challenge program to support technology upgrades designed to cut costs and improve operations of companies in the forestry, energy, agriculture, heavy manufacturing, and other major industry sectors.

New Laws

Apr 17: [Bill 44](#) to promote growth and diversification of agriculture and support the emerging biogas industry passed Second Reading in the Alberta Assembly. 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.

Leaves of Absence

Mar 27: The government issued a temporary ministerial regulation enabling Alberta-based Canadian Armed Forces reserve members to take reservist leave from their jobs, effective March 31 and expiring on August 31.

Action Point: Use the HR Insider [template](#) to create a legally sound military reservist leave policy for your company.

Training

Apr 25: As part of Budget 2025, Alberta will invest \$15 million over the next 3 years to create a new grant program empowering unions to offer apprenticeship training in high demand areas. The new funding for apprenticeship training delivered by union providers is expected to open 650 new apprenticeship seats per year.

Training

Apr 1: Effective today, drivers must complete Class 1 driver's license training through the new made-in-Alberta Class 1 Learning Pathway, which includes up to 133 hours of instruction, including air brake training, as opposed to the previous 113-hour Mandatory Entry Level Training Program. Enhanced in-cab training will also provide more hands-on experience and practical, competency-based learning.

Health & Safety

Apr 11: Alberta Health officials report that there have been 58 confirmed cases of measles in the province so far this year. The government is keeping an especially close eye on the rising number of cases within the south and central zones.

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

Apr 17: Second Reading for [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.

Health & Safety

Apr 1: Alberta OHS issued an [updated bulletin](#) explaining the duty of employers and contractors to report workplace injuries and how government officials investigate reportable incidents. The bulletin also reminds employers and contractors not to disturb the scene unless there's an immediate threat of injury or significant personal property damage.

CASES

Health & Safety: Union & Its President Are Not “Supervisors” Under OHS Act

A local union employee brought a constructive dismissal lawsuit against the international union and its president for violating their OHS duty as a “supervisor” to provide her a safe and healthy work environment. The lower court dismissed the case after finding that the defendants weren't supervisors under the OHS Act. The international union wasn't her supervisor because it was a separate entity from the local union. And while he had an indirect impact on her health and safety, the president didn't meet the Act's definition of supervisor as a person who's authorized to directly address health and safety issues on a day-to-day basis. The Alberta appeals court upheld the ruling as correct. Both defendants had significant OHS responsibilities as “employers” but neither qualified as a supervisor [[Piechotta v United Food and Commercial Workers Canada Union, Local 401](#), 2025 ABKB 241, April 17, 2025].

Action Point: Find out more about “supervisor” liability under OHS laws and [how to protect your own supervisors against liability risk](#).

Telecommuting: Making Veteran Telecommuter “Return” to Office Is Constructive Dismissal

The new owner of a vein clinic implemented a “return to office” policy requiring an office manager who had worked mostly from home for decades to transition to full-time office work. The manager sued for constructive dismissal—and she won. The

Alberta court reasoned that the position was a “work from home position” and that the manager was a loyal and faithful employee whose husband had just become seriously ill. This wasn’t a “return” to office situation a la the months after the COVID pandemic but a fundamental change in the integral terms of the manager’s employment, the court concluded [[Nickles v 628810 Alberta Ltd.](#), 2025 ABKB 212 (CanLII), April 4, 2025].

Action Point: Wrongful and constructive dismissal litigation by employees required to return to the office after working from home are becoming increasingly common. Find out [how to end telecommuting arrangements](#) without committing constructive dismissal.

Workplace Harassment: Worker Can’t Prove She Was Fired for Complaining About Bullying

A Production Accountant claimed that her oil company client terminated her contract right after she had expressed concern about being excluded from an intra-company NFL Fantasy league. The OHS investigator concluded that there was no causal connection between the accountant’s bullying by exclusion complaint and her termination and rejected the discriminatory action claim. The accountant appealed but the Alberta Labour Relations Board found the investigator’s determination to be reasonable and refused to overturn it. The Board also rejected the accountant’s subsequent request to reconsider the appeal decision [[Little v Rolling Hills Energy Ltd.](#), 2025 ABOHSAB 8, April 2, 2025].

Action Point: Find out about the [5 liability risks posed by workplace bullying](#) and what you can do to manage each one.