



## LAWS & ANNOUNCEMENTS

### New Laws

May 7: Newly passed [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

May 15: [Bill 44](#) to promote growth and diversification of agriculture and support the emerging biogas industry received Royal Assent. Among other things, the legislation allows Alberta 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

May 20: Alberta launched a new government Sand and Gravel Task Force charged with recommending ways to cut red tape by streamlining regulations governing sand and gravel pits located on private lands and speeding up project approval timelines without compromising environmental protections.

### New Laws

May 15: Adult Alberta residents who are evacuated for 7 days or more due to a wildfire, flood, or other natural disaster may apply for a one-time payment of \$1,250 and \$500 for each dependent child under the age of 18 to help pay for temporary accommodations, food and other necessities resulting from being away from their homes. Evacuees will be able to apply for 60 days from the date of the evacuation order.

### New Laws

Jun 1: Anyone travelling with a boat, jet ski, kayak or other watercraft across Alberta's southern or eastern borders will now have to undergo government inspection for invasive zebra and quagga mussels. Alberta is the first province in Canada to mandate such inspections for these species that destroy shorelines and ecosystems.

### New Laws

May 26: Alberta is investing over \$17 million in employment supports for youth. The money will be used to expand in-person and virtual employment services for youth, such as job coaching, resume development, interview practice, job search strategies, workshops and job placements.

### Mental Stress

May 8: Alberta's new Budget provides \$1.5 million per year for a new Supporting Psychological Health in First Responders grant program to finance the efforts of non-profit organizations to deliver mental health services to first responders living with or at risk for post-traumatic stress injuries, as well as for prevention and treatment research.

**Action Point:** Find out how to implement an effective workplace [mental health policy](#) for your employees.

### **Drugs & Alcohol**

May 7: Alberta passed [Bill 37](#), *The Mental Health Services Protection Act*, making changes to mental health and addiction services licensing rules in Alberta that will take effect in fall 2025. The Act creates 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.

## **CASES**

### **Labour Relations: Utilizing Outside Nurses Doesn't Violate Collective Agreement**

The nurses' union filed a grievance against Alberta Health for using outside agency nurses at a 24-bed continuing care centre over a 10-month period between May 2018 and March 2019. The arbitrator ruled that Alberta Health acted in good faith and without violating the collective agreement, but the Labour Relations Board reversed the decision setting up a final showdown before the province's highest court. **Result:** The Alberta Court of Appeal held that the arbitrator's initial ruling rejecting the grievance was reasonable and that the Board should have let it stand [[United Nurses of Alberta v Alberta Health Services](#), 2025 ABCA 183 (CanLII), May 23, 2025].

### **Health & Safety: Prime Contractor Fined \$500,000 for Fatal Welding Explosion**

Two oilfield workers were killed when the tank they were performing welding on exploded. The prime contractor for the project at which workers from multiple companies were working was fined \$500,000 after pleading guilty to failing to establish a system to coordinate safety measures and ensure compliance with OHS laws at the site. The victims' employer was also fined \$50,000 for failing to implement adequate hot work safety measures [*Tamarack Valley Energy Ltd.; Peace Pipefitting Inc.*, [Govt. Press Release](#), May 8, 2025].