

# Alberta

## LAWS & ANNOUNCEMENTS

### New Laws

Jul 21: The Governments of Canada and Alberta announced a joint investment of over \$125 million in 2 Billion Trees (2BT) Program funding for 4 projects that will plant 12 million trees and restore critical habitats for species at risk in multiple sites across the province.

### New Laws

Jul 3: The new Alberta Manufacturing Productivity Grant pilot program will provide small- and medium-sized manufacturing companies in the province up to \$30,000 in matching funding for new machinery, equipment and technology upgrades.

Manufacturing companies from all sectors [may apply](#) by October 31, 2026, as long as they have a physical location in Alberta that makes, refines, refurbishes, or processes a product or material, uses or locates the equipment or technology from the grant in Alberta and employs between 5 and 750 employees.

### New Laws

Jul 25: Alberta will provide \$114.6 million in grant funding to help rural communities maintain and improve roads, bridges, community airports, water and wastewater facilities. The money will be distributed through the Strategic Transportation Infrastructure Program, the Alberta Municipal Water/Wastewater Partnership, and Water for Life program. An additional \$3.5-million grant will support an industrial rail extension project in Coaldale, which will enable local producers to transport southern Alberta-grown and manufactured goods to a global customer base in the agrifood processing sector.

### New Laws

Jul 7: Alberta and Ontario signed an agreement to develop strategic trade corridors and energy infrastructure to connect each province's oil, gas and critical minerals to global markets. The provinces will also collaborate on nuclear energy development. Under a second agreement reducing barriers to improve interprovincial trade of liquor products requires Alberta to explore prioritizing made-in-Canada vehicle purchases for its government fleet.

### New Laws

Jul 4: The federal government announced that it will invest over \$21.5 million to support carbon capture, utilization and storage technologies projects across Alberta, including \$10 million for the Bow Valley Carbon Storage Demonstration Project, \$4 million for the Wabamun Hub CO<sub>2</sub> Storage Optimization Project, \$5 million for Enhance's Origins CCS Hub: Development and Regulatory Work, and \$2 million for the Oxy-Fire Combustion for Diesel Generator CO<sub>2</sub> Capture project.

### Training

Jul 1: Alberta OHS published the [updated list of approved first aid training agencies](#) in the province and the training courses they're approved to teach for the third fiscal quarter, which expires on September 30, 2025.

## **Health & Safety**

Jul 1: From now through March 31, 2026, OHS Alberta will perform proactive inspections of oil and gas sites to verify companies' compliance with their OHS duties to safeguard workers from machine injury, exposure to harmful substances, musculoskeletal disorders, and workplace harassment and violence.

**Action Point:** Find out [how to prepare for and manage OHS and other government inspections](#) at your workplace.

## **Workplace Violence**

Jul 14: Alberta's newly launched Community Pathways to Justice program will provide \$1.25 million in one-time grants ranging from \$50,000 to \$150,000 to community-based organizations and Indigenous communities for initiatives designed to prevent gender-based violence and support victims.

**Action Point:** Find out [how to protect your employees](#) from the risk of workplace domestic violence.

## **Drugs & Alcohol**

Jul 2: New red tape cutting regulations allow small liquor producers the right to serve their own local products on party bikes, removing an outdated barrier that had prevented local producers from advertising their own brands. Businesses that own or lease large buildings may also now carve out a separate liquor store within their space, provided that it has its own entrance and full floor-to-ceiling walls separating it from other retail operations.

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

## **Drugs & Alcohol**

Jul 2: New cannabis regulations allow federally licensed cultivators and processors to apply for a retail license to sell their products directly from the same property, commonly known as "farm-gate" sales. The new rule aligns Alberta with other provinces and gives consumers more access to homegrown cannabis products, while supporting licensed growers.

**Action Point:** Use the HRI template to create a strict but legally sound [medical marijuana accommodations policy](#).

## **Workers' Comp**

Jul 23: In recognition of the psychological stress faced by nurses, the Alberta WCB expanded the presumption that post-traumatic stress disorder (PTSD) is work-related for purposes of workers' comp to registered nurses, certified graduate nurses and graduate nurses who meet the criteria spelled out in newly amended [Section 19.2 of the Workers' Compensation Regulation](#).

**Action Point:** Find out about [workers' comp coverage of mental stress claims](#) across Canada.

## CASES

### **Discrimination: Rejecting \$50K Settlement Destroys Employee's COVID Discrimination Case**

An employee put on unpaid leave for refusing to get the COVID vaccination sued her employer for failing to make reasonable accommodations for her alleged allergy to the vaccine. The company then retracted the vaccination policy and told her to return to work in a week. It also offered her a settlement of \$38,000 in lost compensation and \$12,000 in human rights damages. But the employee rejected the settlement and added a retaliation claim to her complaint. The Alberta Human Rights Tribunal ruled that the employer had made a "fair and reasonable" settlement offer and dismissed both claims because the employee refused to accept it [Glazyrina v AIMCo, 2025 AHRC 77 (CanLII), July 15, 2025].

**Action Point:** The fact that the employer offered \$50,000 to settle the case illustrates the importance of granting exemptions and other reasonable accommodations to mandatory vaccination policies for employees with bona fide disabilities. Find out how to avoid discrimination liability risks when [enforcing a mandatory vaccination or other infectious illness workplace safety policy](#).

### **Termination: Driving Truck Too Deep into Puddle Isn't Just Cause to Dismiss**

An oilfield site Fuel and Lubricant Technician (FLT) tentatively attempted to drive his 4-wheel drive refueling truck through a large puddle blocking the road. The water turned out to be deeper than he expected and began to seep into the cab. So, he put it in reverse and tried to back out but the engine stalled and he had to be rescued from the partially submerged vehicle. The company suspended and then fired the FLT for committing a slew of safety violations and using bad judgment. The Alberta court ruled that the FLT was wrongfully dismissed and awarded him 10 months' notice and nearly \$100,000 in damages, finding that the company totally overreacted. Driving into puddles was common practice at the site; the FLT might have driven too deep into the puddle but that wasn't just cause to terminate his employment [Rodrigues v Fort McKay Strategic Services LP, 2025 ABKB 414 (CanLII), July 8, 2025].