

Federal

LAWS & ANNOUNCEMENTS

Payroll

Jul 10: The federal government extended through Oct. 11 the temporary EI measures it implemented last March to support Canadian workers whose jobs are impacted by the current economic uncertainty caused by tariffs: i. 1% increase of EI regional unemployment rates in all EI regions up to 13.1% maximum and 7.1% minimum; ii. temporary waiver of the one-week EI waiting period enabling workers to receive benefits for the first week of unemployment; and iii. suspended treatment of monies paid on separation (e.g. severance pay), so they don't need to be used up before claimants start receiving EI benefits.

New Laws

Aug 1: The federal government extended temporary tariff rate quotas on imported steel mill products to include countries that have a free trade agreement with Canada, other than the U.S. and Mexico. Set at 2.6 million tonnes, the TRQs effectively impose a 50% surtax on steel imports above 2024 levels.

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

New Laws

Jul 16: The federal government says it will impose a 25% surtax on imports from all countries other than the U.S. that contain steel melted and poured in China. The measure is designed to increase transparency in domestic supply chains and help prevent circumvention of Canada's trade measures. The product scope of the surtax, which is expected to take effect by the end of July, will align with the current China Surtax Order on steel.

New Laws

Jul 14: Under Ottawa's new Interim Policy on Reciprocal Procurement, suppliers from countries that limit Canadian access to their own government contracts will be subject to restrictions from bidding on Canadian federal contracts. The Policy will prioritize suppliers from Canada and outside trading partners that provide reciprocal access to suppliers from Canada through trade agreements.

New Laws

Jun 26: Under newly passed [Bill C-5](#), aka, *One Canadian Economy Act*, goods or services will be deemed to satisfy federal internal trade requirements as long as they meet comparable provincial or territorial rules. This will make it easier to buy, sell and transport goods and services across the country. The Bill also creates a framework for recognizing professional licenses and certifications that will make it easier for workers authorized to work in a province or territory to ply their trade in the federal jurisdiction.

New Laws

Jul 9: Taking a page from the Ontario and Alberta playbook, the Treasury Board launched a new Red Tape review initiative aimed at identifying and cutting burdensome regulations across all federal government departments and agencies. We'll let you know about any employment and labour laws that become targeted for elimination.

Employment Benefits

Jun 17: Newly tabled Private Member [Bill C-211](#) amends the *Income Tax Act* to add a deeming provision in relation to the credit for mental or physical impairment set out in section 118.3. It also amends the *Canada Pension Plan* to add a deeming provision in relation to disability pensions and benefits.

New Laws

Jun 29: As part of its ongoing trade negotiations with the U.S., the federal government announced that it would be willing to rescind the Digital Service Tax it imposed in 2020 on large technology companies operating in Canada that don't otherwise pay tax on revenues generated from Canadians. Recission of the DST is contingent on the sides' reaching agreement on a wider trade deal.

Immigration

Jul 2: Canadian citizens and permanent residents can apply for free replacements of passports, citizenship certificates, permanent resident cards or other Canadian travel documents that got lost, damaged or made inaccessible by the wildfires. Those who paid fees for replacements on or after April 1, 2025 can apply for refunds. International students, temporary foreign workers, and other temporary residents directly affected by the wildfires can replace their status documents and apply to restore or extend their status in Canada, or renew their work or study permit free of charge. The government is also waiving the rule requiring temporary residents who lose their status to apply for restoration within 90 days for those impacted by wildfires. These measures don't apply to employer-specific work permit holders seeking to transition to an open work permit.

Immigration

Jun 11: From now through November 30, 2025, the federal government is waiving the usual application and biometric fees for foreign emergency services personnel who are coming to Canada to help fight wildfires. Approximately 792 foreign emergency services personnel came to Canada to help fight wildfires in 2024.

Workplace Harassment

Jun 12: The Senate tabled [Bill S-232](#) to require federal officials who make grants and contributions to take measures to ensure that public money isn't used to pay for settlements of workplace harassment, violence or discrimination claims that include a non-disclosure agreement as part of the settlement.

Action Point: Find out how to implement a legally sound and effective [Workplace Harassment Prevention and Compliance Game Plan](#) at your workplace.

Privacy

Jun 19: Newly tabled legislation, [Bill C-216](#), would create a new digital privacy code for children requiring owners and operators of platforms such as online services or applications to ensure that minors' personal data isn't used in a way that could compromise their privacy, health or well-being. The Bill also makes it a criminal offence to publish the software-created or edited image of a person that falsely represents the person as being nude or engaged in explicit sexual activity, a la the notorious deepfake Taylor Swift pornographic videos.

Action Point: Digital privacy is also a potential liability risk for employers. Find out how to protect your organization from [revenge porn and cyberbullying liability](#).

CASES

Labour Relations: Court Refuses to Bar OHS Officers from Being in a Union

An employer argued that OHS officers shouldn't be allowed to belong to a union because of their duty to make objective findings and decisions about workplace health and safety that may be against the interests of the union. But the federal labour Board didn't buy it and refused to issue an order excluding 39 OHS officers from the bargaining unit. The federal court ruled that the Board's ruling finding no inherent conflict of interest in serving as an OHS officer and being in a union reasonable and tossed the employer's appeal [[Canada \(Attorney General\) v. Public Service Alliance of Canada](#), 2025 FCA 126 (CanLII), June 26, 2025].

Discipline: OK to Use Old Disciplinary Records to Justify Penalties for New Violations

The union filed a grievance challenging the suspension and ultimate termination of a maintenance foreman for repeated violations of the company's workplace harassment and disrespectful conduct policy. **The question:** Could the employer use disciplinary records for incidents that occurred more than 3 years ago? No, insisted the union, citing "sunset" language in the collective agreement banning the parties and arbitrators from considering "offences which predate by three (3) years or more the date of the current offence" in determining penalties. But the federal arbitrator brushed the union's objections aside and admitted the records. Although designed to give employees with a disciplinary record a fresh start after 3 years, the language of this clause was qualified and limited. It said merely that arbitrators couldn't consider disciplinary records that were over 3-years-old for determining penalties. That left the door open for using the records as evidence that the foreman was fully aware of the harassment and respectful conduct policies and deserved the punishment he got [[PKM Canada Services Inc. v International Longshore and Warehouse Union, Local 514](#), 2025 CanLII 62504 (CA LA), June 24, 2025].

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