

British Columbia

LAWS & ANNOUNCEMENTS

Labour Relations

Sep 11: As part of recent negotiations, the BCGEU agreed to the classification of meat inspectors as essential workers subject to strike limitations under provincial labour relations laws.

New Laws

Sep 19: BC and the federal government expanded the Build Your Own Future program, originally established for the forestry sector, to all industries affected by U.S. tariffs. The BYOF offers 5-day business bootcamps, with one-on-one coaching and mentorship to help displaced workers transition into entrepreneurship. Participants who complete BYOF are eligible for \$5,000 grants to cover startup costs.

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

New Laws

Sep 19: BC's newly launched Rural and Remote Employment Initiatives Fund (RREIF) will furnish \$5 million in support for communities in northern and remote regions to conduct labour-market studies assessing the effects of the Trump tariffs on local employment needs. RREIF will also fund business advisory services enabling organizations to diversify and capitalize on emerging opportunities.

New Laws

Sep 19: The BC Manufacturing Jobs Fund will provide up to \$2.5 million for 9 wood-product manufacturing businesses to plan or complete capital projects such as building construction or upgrades and the purchase of new equipment. The BCMJF has driven over \$588 million into forestry-product manufacturing, leading to the direct creation and protection of nearly 3,600 forestry-sector jobs, many in regional, remote, and Indigenous communities.

Training

Sep 11: BC announced that it's investing \$4.7 million to fund the addition of 65 nurse practitioner training seats to 3 NP programs across the province, including 30 seats at the University of British Columbia, 20 seats at the University of Northern British Columbia and 15 seats at the University of Victoria. The province has also added 362 registered nursing seats, 40 registered psychiatric nursing seats and 180 licensed practical nurse seats at 17 public post-secondary institutions.

New Laws

Aug 26: BC will receive over \$326 million in federal Canada Community-Building Fund assistance in 2025 for housing, public transit, water systems, bridges, roads and other infrastructure construction projects to be delivered via 3 program streams: the Strategic Priorities Fund, Metro Vancouver Regional Fund, and

Community Works Fund.

New Laws

Aug 27: The federal government announced that it's providing nearly \$22.7 million in funding for 8 projects to improve electric vehicle (EV) charging availability in BC. The money will be used to install more than 480 EV chargers along main travel routes, in public places, at workplaces and in multi-unit residential buildings.

Employment Benefits

Sep 16: The BCFSA published a new consolidated [Guide](#) centralizing previous guidance on different aspects of pension plan administration and governance. The idea is to provide a centralized resource to support plan administrators in performing their roles and responsibilities.

Drugs & Alcohol

Aug 29: BC received the \$936 million initial payment from the historic \$32.5 billion settlement with tobacco companies. The litigation settlement agreement requires the tobacco companies to pay the province over \$3.6 billion in total over the next 18 years.

Action Point: Find out how to comply with [workplace smoking laws](#).

Workplace Violence

Sep 17: BC will receive \$18 million from the federal government this fiscal year to support its Gender-Based Violence Action Plan. The money is in addition to the annual provincial funding of more than \$60 million supporting more than 475 victim-service and violence-against-women programs throughout the province, including 70 new sexual-assault prevention programs and 5 centres for sexual-assault victims.

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

Health & Safety

Oct 22: That's the deadline to comment on WorkSafeBC's [proposed new OHS requirements](#) (under Part 6 of the OHS Regulations) to ensure the safe use, handling and storage of a group of substances called toxic process gases (TPGs), which includes anhydrous ammonia, chlorine, chlorine dioxide, ethylene oxide, ozone and sulfur dioxide. The proposal also includes a new definition of TPGs.

CASES

Social Media: Doctors Can't Bring Class Privacy Action Against MD Internet Ratings Website

A physician filed a class action privacy lawsuit on behalf of BC health professionals against the RateMDs.com website that solicits and publishes profiles of doctors across Canada, including their name, contact information, ratings, reviews and comments from anonymous third parties. The lower court gave the green light for a class action, but the BC Court of Appeal dismissed the case after finding that the professionals didn't have a legally valid privacy claim. Violating personal privacy is a

tort subject to money damages, the high court explained, but only when it involves information to which an individual has a reasonable expectation of privacy. Those who publicly offer professional services on the Internet are routinely subject to scrutiny in the form of public reviews on sites like Yelp, Google and Facebook. “It simply cannot be said that a health professional has a reasonable expectation that information about their services is private, and that they can exercise control over which websites will be permitted to publish this type of information,” the Court concluded [*RateMDs Inc. v. Bleuler*, 2025 BCCA 329 (CanLII), September 22, 2025].

Action Point: Use the HR Insider template to create your own [social media use policy](#).

Workplace Harassment: Failing to Rein in Coworker’s Sex Harassment Costs Company \$65,000

For 6 months, an employee endured sexual harassment and bullying by a coworker named Joe. The harassment included sexual innuendos, inappropriate touching, derogatory language, and one incident in which Joe actually dropped his pants and invited her to service him orally. With her complaints to supervisors falling on deaf ears, the employee decided she had to quit for her own safety. She also sued the company. The BC Human Rights Commission ruled that Joe committed sex harassment discrimination and that the company was responsible for his conduct.

Result: It awarded the employee nearly \$30,000 in lost wages and \$35,000 in damages to her dignity, feelings and self-respect [*Knowles v. Ontime Moving Corporation*, 2025 BCHRT 183 (CanLII), August 8, 2025].

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

Workplace Violence: Workers’ Comp Bars Workplace Assault Victim’s Lawsuit against Company

The case began when a finance director for the Malahat Nation was assaulted at work by an intoxicated community member wielding a smashed whiskey bottle. The BC Workers’ Comp Board ruled that the director was entitled to wage loss and other benefits for work-related mental disorder. She also received pension and other benefits from her employer. But when a replacement director was hired while she was still on leave from her injuries, the director filed a constructive dismissal lawsuit against the Nation and its officers for money damages. The Workers’ Comp Appeals Tribunal issued an official ruling advising that the lawsuit was barred by workers’ comp. The court agreed and tossed the case while also ordering the director to pay the individual defendants’ legal costs [*Andreasen v British Columbia (Workers’ Compensation Appeal Tribunal)*, 2025 BCSC 1294 (CanLII), July 10, 2025].