

Federal

LAWS & ANNOUNCEMENTS

Payroll

Sep 16: The Canada Employment Insurance Commission announced that EI employer premiums will decrease 1 cent to \$2.28 per \$100 of insurable earnings in 2026; the employee premium will be \$1.63 per \$100. Maximum insurable earnings will increase from \$65,700 to \$68,900. Maximum annual employer contributions will increase \$63.83 to \$ 1,572.30 per employee and maximum employee contributions will increase \$45.59 to \$1,123.07.

Payroll

Sep 16: The 2026 EI premium for Québec residents covered under the QPIP will be \$1.30 per \$100 of insurable earnings, while their employers will pay \$1.82 per \$100. The maximum annual contribution for a worker in Québec will increase \$35.03 to \$895.70 and the maximum contribution for an employer will increase \$49.04 to \$1,253.98 per employee.

Payroll

Sep 16: The federal EI Commission announced that the Premium Reduction Program under which employers that offer qualified wage-loss plans to employees may apply for EI premiums reductions will provide roughly \$1.46 billion in premium reductions in 2026 to registered employers and their employees, shared 7 twelfths and 5 twelfths, respectively.

Employment Benefits

Sep 5: The federal government again extended 2 temporary EI measures implemented in March to support Canadian workers impacted by tariffs that had been due to expire on Oct. 11: i. waiver of the one-week EI waiting period enabling workers to receive benefits for the first week of unemployment; and ii. suspension of treatment of severance pay, so that claimants don't need to use them up before they start receiving EI benefits.

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

Employment Benefits

Oct 12: The federal government will temporarily provide 20 extra weeks of EI income support, up to a maximum of 65 weeks, to long-tenured workers who need more time to find a job that's similar to the one they lost. The measure covers eligible claims established between June 15, 2025 and April 11, 2026.

Leaves of Absence

Sep 18: Newly tabled Evan's Law, [Bill C-222](#), amends the *Canada Labour Code* to provide that an employee who's entitled to maternity or parental leave to care for a newborn or newly adopted child or a child remains entitled to that leave even if the

child dies during the leave period.

Action Point: Find out how to implement a legally sound [Parental Leave Compliance Game Plan](#) at your workplace.

New Laws

Sep 5: The federal government's new tariffs support measures package includes a \$50 million investment to modernize the Job Bank national employment service via the integration of new AI job tools that will automatically enroll EI claimants into advanced job matching services and a mobile job application app. The government will also launch a national online training platform to help users find short-duration training courses, sorted by skill type, location, and format.

Training

Sep 23: The federal government expanded funding for work-integrated learning (WIL) opportunities for students with private sector employers via the Business + Higher Education Roundtable. Thanks to the new support, an additional 8,000 higher education students and 2,500 private employers will benefit from WIL programs over the next 3 years.

Training

Sep 5: The federal government will invest an additional \$450 million over the next 3 years under the Labour Market Development Agreements with provinces and territories to provide training programs for workers impacted by tariffs and global market shifts. The money will be used to furnish workers' access to targeted training and financial assistance while in training to retain their job or fill in-demand jobs.

Salary & Wages

Oct 17: That's the deadline to comment in the federal government's ongoing investigation into charges of flight attendants not being paid for their work that were made in August during the Air Canada strike. The government will also hold virtual roundtables on the issue in the coming weeks.

Immigration

Sep 22: [Bill C-3](#) providing for Canadian citizenship by descent by making all persons who were born outside the country citizens of Canada if one of their parents was a citizen before the law takes effect passed Second Reading in the House of Commons. Going forward, citizenship by descent beyond the first generation would also be allowed for a Canadian parent who's been physically present in the country for at least 1,095 cumulative days (i.e., 3 years) before their child's birth or adoption.

Action Point: Find out what companies and their HR directors need to know to [navigate the immigration law maze](#).

Immigration

Nov 30: That's the date when the federal government's temporary waiver of application and biometric fees for foreign emergency services personnel who are coming to Canada to help fight wildfires is scheduled to end. Approximately 792 foreign emergency services personnel came to Canada to help fight wildfires in 2024.

Discrimination

Sep 19: First Reading for [Bill C-9](#) making it a crime to wilfully promote hatred against any identifiable group by displaying certain symbols in a public place or intentionally obstruct or intimidate a person from attending a mosque or other public place of religious worship and repealing the requirement that the Attorney General consent to the prosecution of hate propaganda offences.

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

Workplace Violence

Sep 23: In response to the spate of assaults on healthcare workers, the House of Commons tabled [Bill S-233](#) amending the *Criminal Code* to require a court to consider the fact that the victim of an assault is a person who provides health services or a first responder to be an aggravating circumstance for the purposes of sentencing.

Health and Safety

Sep 3: The government revised the [LAB1070, Hazardous Occurrence Investigation Report \(HOIR\) form](#) that federally regulated employers must use to report a workplace hazardous occurrence and incidents resulting in a disabling injury or death. Key updates include reinstatement of the digital or wet (handwritten) to replace the temporary attestation introduced during the pandemic and the addition of notation "Protected B when completed" to indicate that the form may contain sensitive personal information.

Health & Safety

Jan 1: That's the deadline to comply with the [new GHS 7 WHMIS rules](#) revising the hazard information that must be listed on a Safety Data Sheet in Section 9, which describes a hazardous product's physical and chemical properties, and Section 14 which lists transport information.

Action Point: Are you prepared for the January 1, compliance deadline?? Find out what you need to know [to comply with the new WHMIS requirements](#).

CASES

Drugs & Alcohol: Worker Who Smokes Marijuana at Home Is Unfit for Duty

A safety-sensitive worker is sent home after smashing his forklift into a heavy platform. Three hours later, he's called back to work for post-incident drug testing. The tests come back positive for marijuana and the worker gets fired. The worker admits that he smoked pot at home after the incident but insists he was totally sober when the incident occurred. But the federal arbitrator rejects the union's grievance. The forklift crash was justification for post-incident testing. And the company specifically told the worker that it expected him to return to work for testing. Combined with the worker's previous drug-related discipline, admission to regular marijuana use, failure to claim a dependency requiring accommodation and only 5 months of service, there was just cause to dismiss [\[Alstom Transportation\]](#)

[Canada Inc. v Teamsters Canada Rail Conference Maintenance of Way Employees Division](#), 2025 CanLII 84715 (CA LA), July 18, 2025].

Action Point: This case is another illustration of how fitness for duty policies are easier to enforce than zero tolerance drug and alcohol policies. Find out how to implement an effective [fitness for duty policy to control substance abuse](#) at your workplace.

Privacy: Bus Company's New AI Drivers' Surveillance System Is Too Intrusive

The most recent case challenging the use of surveillance cameras inside company vehicles to ensure safe driving went in the union's favour. The main reason was AI. The federal arbitrator ruled that the newly installed AI-based Samsara system gathered much more extensive personal data than the conventional video cameras the company had previously used and that the resulting harms to drivers' Charter privacy rights outweighed the relatively minor improvements to safety. Moreover, the AI system's remote real-time viewing and other features allowed the company to use the system to gather and access data for purposes other than safety. Result: The company had to stop using the system within 90 days and pay \$100 in privacy damages to each affected driver [[STT de Coach Canada - CSN v Newcan Coach Company ULC \(Coach Canada\)](#), 2025 CanLII 96672 (CA SA), August 29, 2025].

Action Point: The Newcan Coach ruling is a perfect illustration of how use of Artificial Intelligence-based technologies for HR purposes can get you into trouble under privacy and other employment laws. Use the HR Insider template to create an effective [AI Use Policy](#) at your workplace.