

Alberta

LAWS & ANNOUNCEMENTS

New Laws

Oct 3: Alberta is cracking down on driver training violations in the trucking industry, ordering the closure of 5 driver training schools in the province. The government has also issued 39 disciplinary letters, over \$100,000 in administrative penalties, 6 corrective action plans, 12 instructor license revocations and 4 warning letters to driver examiners. In addition, 13 commercial trucking companies have been removed from Alberta's roads due to poor on-road performance, unsafe equipment or failure to meet mandatory safety standards. Of those, 7 were identified as "chameleon" carriers that try to avoid regulatory oversight by changing names, creating new entities or relocating operations across jurisdictions.

New Laws

Oct 1: Channeling its inner Québec, Alberta proposed [Bill 1](#) asserting its rights to decide how international agreements affecting the province apply in Alberta without undue interference from Ottawa. While acknowledging the federal government's authority to enter into international agreements, Alberta is saying that the terms of those agreements don't apply within its borders unless and until the province passes legislation incorporating them into its own law.

New Laws

Oct 23: The federal government announced that it will provide \$2 million in PrairiesCan funding to Alberta company ConvergeX Global Solutions Foundation to deliver testing and support services to help small- and medium-sized businesses in the province commercialize defence-related technologies and products. ConvergeX will also receive investments from Boeing and the Opportunity Calgary Investment Fund (OCIF) for its Xpand project.

Employment Benefits

Oct 1: The Superintendent of Pensions announced that the annual filing fee rate in Alberta is \$2.50 per member, effective today.

Telecommuting

Oct 24: The Alberta Public Service ended its Interim Hybrid Work Policy allowing employees to work from home 2 days per week. All APS employees will have to work in the office 5 days per week, starting February 1, 2026. Nearly 12,600 APS employees, approximately 44% of the workforce, participated in hybrid arrangements as of August 2025.

Action Point: Telecommuter rights just happen to be one of the hottest issues in HR law litigation. Find out how to protect your company by implementing a [legally sound telecommuting policy](#) at your workplace.

Discrimination

Dec 19: That's the deadline for Alberta community organizations to apply for grants to support projects aimed at reducing discrimination, including [Ethnocultural Grants](#) of up to \$50,000 and [Anti-Racism Grants](#) of up to \$10,000.

Action Point: Beware of certain kinds of seemingly legitimate [employment practices](#) that may have the effect of inadvertently perpetuating racial discrimination and increasing your liability risks.

Workplace Violence

Oct 21: Alberta will provide \$1.36 million in funding to support 18 different gender-based violence prevention projects across the province in the 2025-26 fiscal year, including 5 in Calgary, 6 in Edmonton, 3 in central Alberta and 2 each in southern and northern Alberta.

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

Mental Stress

Oct 7: The Alberta WCB updated its policy ([Policy 03-01](#), Part II, Application 6, Psychiatric or Psychological Injury) to incorporate new regulations making post-traumatic stress disorder (PTSD) and other traumatic psychological injuries presumably work-related under workers' compensation when diagnosed in certain kinds of nurses.

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

CASES

Employment Contract: Court Refuses to Enforce Overbroad Non-Compete Clause

Occidental Petroleum sued to enforce the non-compete covenant in the contract of a project engineer who took a job with an outside consulting firm. The Alberta court refused to issue the injunction, finding that the non-compete wasn't reasonable. The engineer was neither a key employee nor a fiduciary and the clause's geographic scope banning competition within North America was overbroad, especially since the company operated only in Alberta, British Columbia, and Texas. "Generally, restrictive covenants that interfere with the ability of employees to freely ply their trade will be considered unreasonable," the court explained [[Occidental Petroleum Corporation v Boguslawski](#), 2025 ABKB 578 (CanLII), October 3, 2025].

Action Point: This case is no aberration. Courts take a very dim view on non-compete clauses and refuse to enforce them except in very limited circumstances. That's why you should use [non-solicitation instead of non-compete clauses](#) to protect your company against potentially harmful competition by an ex-employee.

Termination: No Proof that Driver Used School Vehicle to Drive to Second Job

A school district fired a bus driver for allegedly working at a dental office during her "downtime" and using the school bus to drive to and from her second job. As principle evidence, the district cited the driver's failure to adequately explain the

discrepancies in the bus's mileage log and her admission to attending the dental office on one day to deal with an implant problem. That's not enough to prove the allegations and justify the conclusion that the driver could no longer be trusted, according to the Alberta arbitrator, who reinstated the driver with a reduced penalty of a one-day suspension for not being forthright about the dental appointment [[*Alberta Union of Provincial Employees, Local 071, Chapter 013 v Edmonton Catholic Separate School Division No. 7*](#), 2025 CanLII 102422 (AB GAA), October 10, 2025].

Action Point: Find out [when lying is and isn't just cause for termination](#).

Discrimination: Left-Handedness Isn't a Disability

An office worker filed a disability discrimination complaint against her ex-employer claiming she was harassed at work for being left-handed. The employer denied the charge and insisted that it furnished her special equipment and chair to accommodate her left-handedness. Besides, being a lefty isn't a disability protected by human rights law. The Alberta Human Rights Commission agreed and tossed the complaint without a trial [[*Gueutal v L.M. Buckley Professional Corporation o/a Broadmoor Place Dental Center*](#), 2025 AHRC 80 (CanLII), July 30, 2025].