

# Alberta

## LAWS & ANNOUNCEMENTS

### New Laws

Nov 17: Newly tabled legislation designed to cut red tape ([Bill 10](#)) includes a ban on requiring Albertans to have Canadian work experience to register in regulated professions, unless the government approves the requirement for health and safety concerns. The bill also lists specific timelines for interim and final registration decisions and requires that work experience criteria be published.

**Action Point:** Find out about [citizenship discrimination risks and how to avoid them](#).

### Labour Relations

Nov 18: [Bill 4](#), which has passed Second Reading, lays out a labour relations framework for the newly established Alberta Sheriffs Police Service that gives ASPS officers the same collective bargaining rights as officers in other police services, including the right to form a police association and bargain collectively.

### Training

Oct 31: Alberta employers can now [apply](#) for Canada-Alberta Productivity Grant funding covering 50% of the costs of training their current employees up to \$5,000 per employee per year. Funding levels increase to 75% when the trainee is an unemployed Albertan with an annual cap of \$10,000 per trainee.

### Training

Nov 1: The government warned Alberta employers to watch out for fraudulent safety training certificates purporting to certify that a person has completed an OHS-required safety training program. Signs that a certificate may be counterfeit include spelling errors, inconsistencies in formatting and absence of official logos, signatures, or verification numbers.

### New Laws

Nov 6: Alberta passed [Bill 1](#) asserting its right to decide how international agreements made by Ottawa apply in Alberta. While acknowledging the federal government's authority to enter into international agreements, the legislation provides that the terms of those agreements don't apply within Alberta's borders unless and until the province passes legislation incorporating them into its own law.

### Payroll

Nov 3: [Private Member Bill 201](#), which is unlikely to pass, proposes to increase the minimum wage, currently at \$15.00 per hour, by \$1.00 per year in 2026, 2027, and 2028, eliminate the reduced minimum wage for young workers and impose new restrictions on employer withholding of tips and gratuities.

**Action Point:** Find out when [tips and gratuities are subject to EI and CPP deductions](#).

### Discrimination

Dec 19: December 19<sup>th</sup> is 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.

## Health & Safety

Nov 1: Between 2019 and 2023, 922 Alberta workers sustained injuries involving a ladder, resulting in an average of 184 WCB claims per year, over 21,000 lost workdays and nearly \$10 million in claim costs. Over half of the reported ladder injuries caused a sprain, strain, or tear.

## Workplace Violence

Nov 5: Newly proposed [Bill 4](#) would give the Integrated Threat and Risk Assessment Centre (ITRAC) authority to access police databases when preparing threat assessments. ITRAC is an Alberta program that trains threat assessors to manage high-risk domestic violence offenders. It also provides the public information about an intimate partner's violent history under legislation known as *Clare's Law*. Bill 4 proposes to expand these powers.

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

## CASES

### Telecommuting: Not Hiring Remote Workers for Permanent Positions Is Not Discrimination

Two months into the COVID pandemic, Alberta Health System (AHS) assigned 35 registered nurses (RNs) to newly created temporary remote work positions. The RNs selected needed to work from home as reasonable accommodations for their family or medical status. Two years later, AHS eliminated the temporary positions and posted an equal number of permanent positions for RNs in the same area. However, the experience requirements for the new permanent positions were more stringent than those for the temporary positions. As a result, only 10 of the 35 RNs got hired for the job. The union claimed that AHS violated its duty to reasonably accommodate the 25 RNs who didn't make the cut, each of which had protected characteristics under human rights laws. The arbitrator concluded that the union had a legally valid claim for discrimination but that AHS also had a legally valid defence, namely, that the additional experience requirement was a bona fide occupational requirement (BFOR) for the permanent job. The evidence showed that the permanent and temporary positions weren't exactly the same and that furnishing the additional training necessary for the permanent job to all 25 RNs would be undue hardship.

**Result:** Grievance dismissed [[Alberta Health Services v United Nurses of Alberta](#), 2025 CanLII 112934 (AB GAA), October 16, 2025].

**Action Point:** Telecommuter rights is 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.

### **Workplace Harassment: Cutting Employee's Email Access May Be Reprisal for Harassment Complaint**

A Calgary Board of Education administrative assistant complained about being harassed by her superintendent. The Board launched an investigation and moved the assistant out of her office and into a different location pending the results. The Board also reassigned the assistant to a special project, barred her from attending team meetings and restricted her email access while the investigation proceeded. The Board assured her that the measures were for her own protection, but the assistant felt she was being punished for complaining about harassment and filed an OHS reprisal complaint. The OHS investigator concluded that the Board had legitimate, non-retaliatory reasons for its actions, including the need to protect its confidential information. But the Alberta OHS appeals tribunal said that the officer's findings and conclusions were "unreasonable," noting that the Board listed some of the very information it claimed to be confidential in a public notice it posted. So, the tribunal reinstated the assistant's reprisal claim for further consideration [[Atkinson v Calgary Board of Education](#), 2025 ABOHSAB 24 (CanLII), October 30, 2025].

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

### **Health & Safety: Board Cuts OHS Fine Against Corporate Director from \$50K to \$14K**

An OHS inspector issued 5 administrative monetary penalties at \$10,000 a pop against the corporate director of a real estate management firm for violating a stop work order at a hotel site containing asbestos. The Alberta Labour Relations Board ruled that AMPs were justified but found it "unusual" that they be imposed on the director personally rather than the company that owned the hotel where the work took place. The \$10,000 per AMP was also unusually high compared to other cases involving similar violations. While OHS officers have wide discretion in imposing penalties, the Board concluded that the high penalties were unwarranted, especially given the director's cooperation and other mitigating factors and reduced the total fine amount from \$50,000 to \$14,000 [[Westgate Property Management Ltd. v Occupational Health and Safety](#), 2025 ABOHSAB 25 (CanLII), November 5, 2025].