

Alberta

LAWS & ANNOUNCEMENTS

Leaves of Absence

Jan 1: Effective today, the maximum duration of long-term illness and injury leave under the *Employment Standards Code* increases from 16 to 27 weeks per calendar year. The [change](#) brings Alberta into line with long-term illness entitlements in most of Canada, including Ontario, British Columbia, and Saskatchewan.

Action Point: Alberta is just one of the many provinces that have changed their sick and long-term illness leave laws since the pandemic. Find out how to implement a legally sound [Sick Leave Compliance Game Plan](#) at your own workplace along with a [summary of the sick leave rules](#) in each part of Canada.

New Laws

Dec 11: The Assembly passed red tape cutting legislation ([Bill 10](#)) that 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](#).

Employment Benefits

Dec 19: The panel charged with making Alberta more autonomous from the federal government recommends that the province hold a referendum on its proposed plan to leave the Canada Pension Plan and establish an Alberta Pension Plan. The report also recommends continued study on transferring rural policing duties from the RCMP to the Alberta Police Service.

New Laws

Dec 11: A newly passed government finance and tax bill ([Bill 12](#)) imposes a levy of up to 2% on data centre computer hardware on data centres of 75 megawatts or greater, which would be deductible from corporate income taxes paid in Alberta.

Discrimination

Dec 11: Royal Assent for [Bill 13](#) imposing new limits on professional regulatory bodies for disciplining professionals for engaging in “expressive off-duty conduct,” except in cases of threats of physical violence, criminal conviction or other circumstances. The *Regulated Professions Neutrality Act* also restricts mandatory training unrelated to competence or ethics, such as diversity, equity and inclusion training while requiring regulatory bodies to establish principles banning the assignment of value, blame or differential treatment to individuals based on their personally held views or political beliefs.

Action Point: Despite this new Alberta law, there hasn't been a backlash against DEI in Canada as there has been in the U.S. One major reason for this is that employment [DEI programs that favour Indigenous peoples, women, the disabled, and other historically disadvantaged groups aren't a form of illegal discrimination in Canada the way they are in the U.S.](#) Find out how to implement an effective [diversity](#).

[equity, and inclusion policy](#) at your workplace.

New Laws

Dec 1: Alberta began phasing in [new rules](#) requiring commercial carriers to provide driver experience records for Class 1 tractor-trailer truck drivers operating vehicles of 11,794 or more kgs when they move to another job. This will promote safe driving by ensuring that a driver's record follows the driver. Carriers must be in full compliance by June 1, 2026.

New Laws

Nov 27: The Governments of Canada and Alberta signed a new agreement to more than double oil exports to Asian markets and reduce greenhouse gas emissions. Highlights: i. Collaboration to facilitate development of a privately financed and constructed 1 million+ barrel per day, Indigenous co-owned bitumen pipeline to Asian markets through a strategic deep-water port; ii. Ottawa's commitment not to implement the federal oil and gas emissions cap and recognize that an Indigenous co-owned Alberta bitumen pipeline to Asian markets is a project of national interest; iii. Immediate suspension of the federal Clean Electricity Regulations; and iv. Joint commitment to develop long-term carbon pricing and sector-specific stringency factors by Apr. 1, 2026, for large Alberta emitters in both the oil and gas and electricity sectors through Alberta's TIER system.

Workplace Violence

Nov 26: Newly passed [Bill 4](#) gives 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 more information about an intimate partner's violent history under previously passed legislation known as *Clare's Law*.

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

Workplace Violence

Dec 16: Alberta launched a new Family Violence Court Liaison 10-year pilot program to help make it easier, cheaper, and less stressful for victims of domestic violence to get help and navigate the court system.

Workers' Compensation

Jan 1: The Alberta WCB announced increased 2026 average premiums 5 cents to \$1.46 per \$100 in assessable payroll. Rates for 64% of all industries will be at or below the average increase due to their positive performance. Maximum assessable earnings are increasing from \$106,400 to \$110,900.

Action Point: Look up the [2026 workers' compensation premium rates](#) in each part of Canada.

CASES

Drugs & Alcohol: Firing Employee for Alcohol-Induced Violence Is Failure to Accommodate

Violent behaviour and threatening co-workers would normally be just cause for termination, especially at a small family run business. The problem was that the Managing Partner who got fired might have behaved the way he did because of his drinking problems. The company was well aware of his alcohol issues but made no effort to determine his need for reasonable accommodations. The evidence suggested that the company ignored medical information and rejected the Partner's request for time away to pursue treatment. Result: The Alberta Human Rights Commission ordered the company to pay him damages for disability discrimination [[Andrusiw v Westcon Precast Inc.](#), 2025 AHRC 128 (CanLII), December 5, 2025].

Action Point: Drug and alcohol addictions are recognized as disabilities that employers must accommodate but only to the point of undue hardship. Find out [how far employers must go to accommodate an employee's drug or alcohol addiction](#).

Termination: OK to Fire Supervisor for Not Using Required Safety Parts to Mount Equipment

After a van body mounted on a truck chassis collapsed at the site of a major client, an oilwell services company fired the assembly supervisor in charge of the mounting operation for not installing tie clips that would have secured the body and prevented the incident. The union appealed but the federal arbitrator found just cause to terminate and tossed the grievance. This was a critical operation and it was the supervisor's responsibility to know which items in the assembly process needed to be checked and ensure that units were assembled in accordance with the engineering drawings with all parts properly installed [[Driol v NOV Canada ULC](#), 2025 ABCJ 214 (CanLII), December 3, 2025].

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