

Alberta

LAWS & ANNOUNCEMENTS

Labour Relations

Feb 24: Second Reading for [Bill 15](#) proposing to amend the *Police Act* to allow the government to issue a Section 33.97 order to transfer a Crown employee or class of employees to a successor employer. Employees transferred by such an order wouldn't be entitled to severance pay, termination pay, termination notice, pay in lieu of notice, or other compensation, regardless of their rights under common law, the *Employment Standards Code*, or the terms of their employment contract. But they would have the right to collectively negotiate terms of employment with the successor employer.

Employment Benefits

Mar 11: Newly tabled [Bill 17](#)) allows pension administrators to transfer assets from the plan's defined benefit (DB) portion to insurance companies to purchase a pension annuity for a deferred DB member, surviving partner not currently receiving a pension, active DB member not currently receiving the defined benefit, or person receiving a DB pension under the plan.

New Laws

Mar 6: Alberta signed an agreement-in-principle with the federal government providing for simplified, single review of projects requiring environmental assessment clearance from both governments. Under the new Cooperation Agreement, Alberta will oversee environmental assessment of most projects and consult with Ottawa on projects involving federal works, undertakings, or lands to ensure federal interests are protected and federal standards maintained.

New Laws

Mar 12: Second Reading for [Bill 16](#), the *Traveler Protection and Destination Development Act*, authorizing the government to regulate the destination tourism industry and the imposition of destination marketing fees. The Bill doesn't apply to the Alberta tourism levy, which increased from 4% to 6% on April 1.

New Laws

Mar 4: Alberta is investing \$46 million in Technology Innovation and Emissions Reduction (TIER) funding to support nine private sector industry projects, including ventures to develop technologies to remove bitumen and chemicals from mine water, dry and settle tailings faster, and use wetlands to naturally and safely clean water.

New Laws

Mar 2: Alberta says it plans to establish new incentives in 2027 to promote mineral development and processing in the province. Ideas under consideration include expanded access to Crown Land, non-refundable mineral processing tax credits, and

a “flow-through share” tax credit allowing corporations to claim a portion of their expenses from exploration and development or resources. Alberta’s resource base includes critical minerals like lithium, iron, vanadium, rare earth elements, petroleum coke for synthetic graphite production, and uranium.

New Laws

Mar 2: Alberta-based company Landing Zones Canada will receive \$1.161 billion in repayable federal government support to develop, deploy, and commercialize GITPO, an artificial intelligence-based (AI) drone system for high-altitude atmospheric weather sampling and national defence. The funding will be provided via the Regional Artificial Intelligence Initiative (RAII) program.

Privacy

Feb 23: The Alberta Office of the Information and Privacy Commissioner (OIPC) joined 61 other data protection authorities from around the globe in publishing a Joint Statement on use of artificial intelligence (AI) to generate realistic images and videos depicting identifiable individuals without their knowledge and consent. Operators of such systems should implement robust safeguards to ensure privacy and transparency, along with a mechanism individuals can use to request the removal of their personal information.

Action Point: Find out how to implement a [Compliance Game Plan](#) to prevent AI privacy, discrimination, and other liability risks.

Privacy

May 1 is the final day of [public consultations](#) on the Alberta *Personal Information Protection Act*, which establishes limits on how private organizations collect, use, disclose, and protect personal information. PIPA, which took effect in 2004, hasn’t been substantially updated since 2010, despite significant changes in technology, data use, and public expectations around privacy.

Workers’ Compensation

Mar 3: The Alberta Workers’ Compensation Board (WCB) launched public consultations on the [recent changes](#) to its funding protocols (Policy 01-01 – Funding Policy). Deadline [to comment](#): June 1, 2026.

CASES

Termination: Employee Needn’t Accept Transfer within Same Agency to Mitigate Damages

A government agency supervisor sent an email to Department staff announcing that a 23-year employee was being transferred from Director of Financial Planning to Director of Compliance. The problem is that the employee didn’t accept the transfer because he believed it didn’t suit his skills. The agency later put the offer in writing, but the employee decided it would be better to leave the organization. The court found the agency liable for constructive dismissal and 17 months’ notice, six more than what it would have awarded the employee had he taken reasonable steps to

mitigate his damages. Both sides appealed to the Alberta Court of Appeal, which upheld the ruling as reasonable. Given the current work environment, accepting re-employment with the same agency would've been "intolerable," the top court agreed, especially since he would have been paired with the same supervisor; it was also reasonable for the lower court to conclude that he could have landed another government position within 17 months had he tried [[Gugulyn v Alberta](#), 2026 ABCA 68 (CanLII), March 10, 2026].

Action Point: Find out about the [7 things](#) wrongfully dismissed employees must do to "mitigate" their damages and whether that includes accepting another job from the employer that constructively dismissed them.

Sexual Harassment: Employer Workplace Harassment Duties Don't Apply to Severance Negotiations

Severance negotiations with a terminated employee turned nasty and personal with insults and death threats exchanged. The finale was a text from the company that included the line "You suck d*** for a living now, Enjoy." Combined with the non-payment of severance, the employee accused the company of sex harassment. The Alberta Human Rights Tribunal dismissed the claim without a trial. We have no jurisdiction over whether the employee was wrongfully dismissed and entitled to severance, the Tribunal reasoned. And while the company's texts crossed the line for what's acceptable in an employment relationship, they occurred two months after the employment had already ended [[Werhun v IG Enterprise Ltd.](#), 2026 AHRC 29 (CanLII), March 5, 2026].

Action Point: The employer's behaviour in *Werhun* was completely unacceptable. But because it happened in the course of severance negotiations rather than while the employee was still on the company's payroll, it wasn't deemed illegal workplace harassment. Even so, HR directors should recognize that dealing with ex-employees can get nasty and implement a legally sound and effective [Workplace Harassment Prevention and Compliance Game Plan](#) that extends to severance and other post-employment interactions with ex-employees.